

## ABOUT THE OFFICE

The Equal Opportunity and Compliance Office (EOC) is dedicated to the well-being and success of Carolina's most valuable asset – its people. EOC oversees policies that prohibit discrimination and harassment based on any protected status, including disability. EOC also provides reasonable accommodations for employees, applicants for employment, volunteers, visitors, and program participants. We're 100% committed to helping people excel at Carolina.

## Relevant Laws and University Policies

### Americans with Disabilities Act

The Americans with Disabilities Act of 1990 (ADA) prohibits discrimination and ensures equal opportunities for individuals with disabilities in employment and other areas. The ADA Amendments Act of 2008 significantly broadened the categories of disabilities included under the ADA.

### Section 504 of the Rehabilitation Act

Section 504 states that "no qualified individual with a disability in the United States shall be excluded from, denied the benefits of, or be subjected to discrimination" under any program or activity that receives federal financial assistance.

### University Policies

The University has several policies that provide for the rights guaranteed by the aforementioned laws.

- Reasonable Accommodations in Employment Policy
- Policy on Non-Discrimination for Program Participants
- Policy on Prohibited Discrimination, Harassment and Related Misconduct

If you are an employee (including student employees) with a disability, applicant for employment, volunteer, visitor, or program participant and you need an accommodation, please contact EOC.

If you are seeking disability accommodations as a student or student applicant, please contact Accessibility Resources & Service at (919) 962-8300 or (T) 711 NC RELAY.

Information received as part of an accommodation request will be maintained and disclosed only in accordance with the University's legal confidentiality obligations.

If you require accommodations to view this brochure, please contact EOC.

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## Equal Opportunity and Compliance Office

137 E. Franklin Street  
Suite 404  
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Campus Box 9160

(919) 966-3576  
(T) 711 NC RELAY

[eoc.unc.edu](http://eoc.unc.edu)  
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*Division of Workforce Strategy, Equity and Engagement*

# EQUAL OPPORTUNITY & COMPLIANCE OFFICE

## ACCOMMODATIONS FOR INDIVIDUALS WITH DISABILITIES



*Division of Workforce Strategy, Equity and Engagement*

## REQUEST AN ACCOMMODATION

It's not uncommon to have questions about accommodations. What are they? Who can get an accommodation? How do I get started? If you've got questions, we have answers.

### What is a Disability?

A person is considered to have a disability under the ADA if they have a physical or mental impairment or medical condition that prohibits or significantly restricts that person's ability to perform a major life activity, or if they have a history or record of such impairment or medical condition. A major life activity may include, but is not limited to, caring for oneself, performing manual tasks, seeing, hearing, walking, and learning.

### WHAT ARE SOME EXAMPLES OF DISABILITIES?

Although not a complete list, covered disabilities may include:

Autism | Bipolar disorder | Blindness  
Cancer | Cerebral palsy | Deafness | Diabetes  
Epilepsy | HIV/AIDS  
Impairments requiring the use of a wheelchair  
Intellectual disability | Major depression  
Missing limbs or partially missing limbs  
Multiple sclerosis (MS)  
Muscular dystrophy | Obsessive-compulsive disorder  
Post-traumatic stress disorder (PTSD) | Schizophrenia

### WHAT ARE SOME EXAMPLES OF REASONABLE ACCOMMODATIONS?

Accommodations vary, but some examples include changes to job schedules or workplaces, providing equipment, and offering services such as sign language interpreters.

## REPORT CONCERNS

### Accommodations and Accessibility

If you have concerns about accommodations or accessibility, including for University programs and about areas of campus, please contact EOC at [eoc@unc.edu](mailto:eoc@unc.edu), (919) 966-3576, or (T) 711 NC RELAY.

### Discrimination or Harassment

The Policy on Non-Discrimination for Program Participants and the Policy on Prohibited Discrimination, Harassment and Related Misconduct prohibit discrimination and harassment based on protected status, including disability. Discrimination includes failing to provide reasonable accommodations, consistent with state and federal law, to a qualified person with a disability. The policies also prohibit retaliation.

To report discrimination, harassment, or retaliation, visit [eoc.unc.edu](http://eoc.unc.edu).

We want to hear about how we can continue to make our campus safe, accessible, and welcoming for all.

## HOW TO REQUEST ACCOMMODATIONS

### FORMS AND POLICIES ARE AVAILABLE AT [EOC.UNC.EDU](http://EOC.UNC.EDU)

Employees and applicants must request accommodations by submitting the following four forms:

## CAROLINA'S ACCESSIBILITY AMBASSADOR PROGRAM

Passionate about helping the Carolina community? Want to get involved? You could be our newest Accessibility Ambassador!

Every member of our campus community can help create an environment that is welcoming and safe and that provides equal opportunities for all students and employees. The Accessibility Ambassador program at Carolina prepares you to be an ally to individuals with disabilities on campus and in your local community.

When you attend the Americans with Disabilities Training and an Empowering Carolina event, you will receive a placard for completing the Accessibility Ambassador program. This placard is a visible display of your individual support for and the strength of our shared commitment to ADA compliance and the well-being of the people at Carolina.

For more information, visit [eoc.unc.edu](http://eoc.unc.edu).



- 1) VOLUNTARY SELF-IDENTIFICATION OF DISABILITY;
- 2) ACCOMMODATION REQUEST;
- 3) DOCUMENTATION OF DISABILITY; AND
- 4) HEALTH CARE PROVIDER RELEASE  
*(may be optional depending on the accommodation request)*