

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.

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.

Equal Opportunity and Compliance Office

214 W. Cameron Avenue
Campus Box 9160 | Chapel Hill, NC 27599

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

eoc.unc.edu
accommodations@unc.edu

EQUAL OPPORTUNITY & COMPLIANCE OFFICE

ACCOMMODATIONS FOR INDIVIDUALS WITH DISABILITIES

EOC23



HUMAN RESOURCES AND EQUAL OPPORTUNITY AND COMPLIANCE
Equal Opportunity and Compliance

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 Americans with Disabilities Act 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
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 accommodations@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.

HOW TO REQUEST ACCOMMODATIONS

Forms and Polices

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

- 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)

ADA forms and supporting policies can be found at eoc.unc.edu

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