Colleen McCabe - [assembly] Proposed Amendment to Disability Accommodation Policy

From: dross@ssc.wisc.edu
To: <assembly@lists.services.wisc.edu>
Date: 5/5/2005 2:11 PM
Subject: [assembly] Proposed Amendment to Disability Accommodation Policy

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--------------------- I discussed some concerns about a particular section of the policy with Nancy Malz (the ADA Coordinator for Employment for UW-Madison) and she does not have a problem with my proposed change below. While she will run it by the DLR (division level representative) committee, there won't be time to do that before our Assembly meeting, so she said I should propose it as an amendment. If I'm violating some ASA rule by doing that, someone will let me know, I'm sure! But I thought it was worth getting the text to people now. I'll work with Colleen to make sure printed copies are available at the meeting.

I will be proposing the following amendment. This makes a small change to the section about allowing additional questions of individuals with a known disability, adding a qualifying clause that indicates that disability should be relevant to the job functions for such questions to be asked. This apparently is standard practice under the ADA and subsequent legal decisions by the federal EEOC and others, but there does need to be relevance between the disability and the job functions.

I felt it was important that that relevance was explicitly included in this policy, both as a clear statement of actual practice in such a "user document" and as a climate issue, especially for individuals in the "applicant" role who may be examining our campus policies before interviewing or even applying.

--Dan Ross, District 465

Proposed Amendment to "Academic Staff Disability Accommodation Policy"

Amend V.B.2 (Applicants, The Interview Process, p. 5) as follows:

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If an applicant has a known disability, either because it is obvious or because the applicant has voluntarily disclosed a hidden disability, and that known disability is relevant to the job functions, he or she may be asked to describe or demonstrate how he or she would perform the job functions, even if other applicants have not been asked to do so.

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