

The ADA at Bowling Green State University

The Americans with Disabilities ACT (ADA)

Bowling Green State University promotes the full inclusion of individuals with disabilities as part of its commitment to creating a diverse, inclusive community.

What is the campus policy on protections for persons with disabilities?

Bowling Green State University does not discriminate on the basis of disability in its programs, services and activities.

What is the Americans with Disabilities Act?

The Americans with Disabilities Act of 1990 (ADA) is a federal anti-discrimination statute which provides civil rights protection to individuals with disabilities in the areas of employment, public accommodations, state and telecommunications. The ADA was designed to remove barriers which prevent qualified individuals with disabilities from enjoying the same opportunities that are available to persons without disabilities. Similar protections are provided by Section 504 of the Rehabilitation Act of 1973.

What is the purpose of the ADA?

The ADA provides that no qualified individual with a disability shall, on the basis of disability, be excluded from participation in or be denied the benefits of the services, programs or activities of Bowling Green State University.

What is the definition of “a person with a disability”?

Under the ADA, an individual with a disability is a person who has: a physical or mental impairment that substantially limits one or more major life activities; a record of such impairment; or is regarded as having such impairment. Temporary, non-chronic impairments that do not last for a long time and that have little or no long-term impact usually are not regarded as disabilities. The determination of whether an impairment is a disability is made on a case-by-case basis.

What is a “major life activity”?

To be considered a person with a disability under the ADA, the impairment must substantially limit one or more major life activities. Examples of major life activities include walking, speaking, breathing, performing manual tasks, seeing, hearing, learning and caring for oneself.

What does “qualified” mean?

To be protected by the ADA, a person must not only be an individual with a disability, but must be qualified.

Employees

For University employees, a qualified individual with a disability is a person who satisfies the requisite skill, experience, education and other job-related requirements of the employment position and who, with or without a reasonable accommodation, can perform the essential functions of a position.

Students

For students, a qualified individual with a disability is a person who, with or without reasonable modifications to rules, policies or practices, the removal of architectural, communication or transportation barriers, or the provision of auxiliary aids or services, meet the essential eligibility requirements for the receipt of services or the participation in programs or activities provided by the University.

What is a reasonable accommodation?

Employees

A reasonable accommodation is any modification or adjustment to a job, an employment practice, or the work environment that makes it possible for a qualified individual with a disability to enjoy an equal employment opportunity. The University shall provide a reasonable accommodation to the known disability of a qualified applicant or employee with a disability unless the accommodation would impose an undue hardship or would fundamentally alter the nature or operation of the business unity. Some examples of reasonable accommodations may include, but are not limited to:

- Job restructuring
- Modified work schedules
- Obtaining or modifying equipment or devices
- Modifying examinations, training materials or policies
- Providing text in alternative formats
- Making facilities readily accessible to an useable by individuals with disabilities

Students

A reasonable accommodation is a reasonable modification in policies, practices, or procedures, when the modifications are necessary to avoid discrimination on the basis of disability, unless the modifications would fundamentally alter the nature of a University service, program or activity. Examples of reasonable accommodations may include, but are not limited to:

- Note-taking services
- Text conversion to alternative accessible formats
- Audio and video tapes
- Qualified interpreter services
- Adjusting time limits on tests
- Making facilities and/or programs readily accessible to and useable by individuals with disabilities

The University is obligated to make a reasonable accommodation only to the known disability of an otherwise qualified employee or student. In general, it is the responsibility of the employee or student to make their disability status and subsequent need for an accommodation known to the appropriate University official. Once on notice for the need for accommodations, it is the responsibility of the University official and the individual with a disability to engage in dialogue to identify possible accommodations and assess the reasonableness and effectiveness of each potential accommodation.

Determinations regarding accommodations on campus will be made on a case-by-case basis. Determining a reasonable accommodation is very fact-specific. In general, it must be tailored to address the nature of the disability and the needs of the individual within the context of the requirements of the job or the program of study.

If there are two or more possible accommodations, and one costs more or is more burdensome than the other, the University will give primary consideration to the preference of the individual with a disability. However, the University may choose the less expensive or burdensome accommodation as long as it is effective.

What resources are available?

If you are a supervisor:

Requests for information or assistance regarding your responsibility as a supervisor to make a reasonable accommodation for an employee or applicant may be addressed to Disability Services.

If you are a student with a disability:

Disability Services also coordinates the planning and implementation of support services needing reasonable accommodations.

If you are an employee with a disability:

Qualified individuals with disabilities may seek reasonable accommodations in consultation with supervisors or department heads and managers. Employees may also contact Disability Services for more information.

If you are an applicant for employment:

You may request a reasonable accommodation during the hiring process by contacting the relevant unit or department on campus or by contacting Human Resources.

What should departments do when hosting a public event?

The sponsoring department is responsible for ensuring that events are open to all members of the public. This means conducting events in accessible locations and may mean providing sign-language interpreters, printed material in Braille, or alternative formats such as audio recordings if requested in advance. Departments should include an accommodation statement in publications inviting participation in University-sponsored events. For additional information, contact Disability Services.

Resources

The Office of Equity & Diversity

705 Administration Building
Bowling Green State University
Bowling Green, OH 43403

Office of Human Resources

100 College Park Office Building
Bowling Green State University
Bowling Green, OH 43403
(419) 372-2920 Fax
ohr@bgsu.edu

Disability Services

413 South Hall
419-372-8495 voice
419-372-8496 fax
419-372-9455 tty
DSS@bgsu.edu

Counseling Center

422 Saddlemire at North Conklin
Bowling Green State University
Bowling Green, OH 43403
419-372-2081
419-372-9535 (fax)

This document may be obtained in alternative format by contacting the Office of Disability Services at (419) 372-8495 or T.T.Y. (419)372-9455.

This document describes the policies and resources available to faculty, staff, and students on the subject of rights, protections, and accommodations for persons with disabilities. This document is not intended to create new rights, obligations or procedures apart from those established in applicable University policies.

Bowling Green State University is committed to providing faculty, staff, and students with an environment where they may pursue their careers or studies free from discrimination. The Office of Equity & Diversity is responsible for administering the University's equal opportunity and anti-harassment policies. The office exists, in part, to ensure that all members of the University community understand their responsibility to create and maintain an environment free from discrimination and harassment.

The University pledges itself to the broad application of the Civil Rights Act of 1964, as amended, in particular Titles VI and VII, Executive Order 11246, Title IX of the Education Amendments of 1972, the Americans with Disabilities Act of 1990, Section 504 of the Rehabilitation Act of 1973, the Age Discrimination Act of 1975, the Vietnam Era Veterans' Readjustment Assistance Act of 1974, and Chapter 4112 of the Ohio Revised Code.