

Returned to EQ Committee
by Senate 4/22/2019

EQ.18.04
April 22, 2019

**UNIVERSITY OF ILLINOIS
URBANA-CHAMPAIGN SENATE**
Equal Opportunity and Inclusion
(Final; Action)

EQ.18.04 Resolution on Employee Accessibility and Disability

WHEREAS, 15% of the world population has a disability (*World Health Organization*), 20% of the US population has an anxiety disorder in any given year (*Mental Health First Aid*), and 58% of people will experience a mental disability in their lifetimes (*Mental Health First Aid*);

WHEREAS, the University has an obligation to accommodate employees with disabilities due to the Americans with Disabilities Act (ADA);

WHEREAS the Chancellor has recently convened a committee of University administrators and staff responsible for disability-related policy and procedures;

WHEREAS; a Senate resolution can serve to publicize this important work to include constituencies whose voices will be important to its success;

WHEREAS, the Office of Access and Equity (OAE) has struggled to meet the accommodation needs of employees with disabilities in a timely manner due to issues involving adequate staffing, support for accommodations from units in which they are requested, and questions about sources of funding to comply with accommodation needs;

WHEREAS, like other universities, the University of Illinois at Urbana-Champaign lacks adequate data about employees with disabilities, their needs, or their accommodations;

WHEREAS, departments across the University are experiencing a rise in a demand for accommodations for employees;

WHEREAS, unmet accessibility needs can produce crises for faculty and staff faced with delays in the accommodation process and lack of understanding at the unit level;

WHEREAS, accessibility and accommodation support are factors in retention of faculty and staff; and

THEREFORE, be it resolved, that the Senate applauds the formation of a committee to address these issues, and encourages the administration to:

1. Mobilize its committee to engage appropriate internal and external consultants to assess campus climate related to disability needs, collaborating with the Senate Committee on Equal Opportunity and Inclusion to target underserved faculty and staff in any survey collecting such information;
2. Ensure that the accommodations processes of the OAE are properly staffed and funded;
3. Educate faculty and staff to come forward with accommodation requests and properly support those requests;
4. Consult with universal and accessible designs experts on and off campus to address facilities such as signage, parking location and other proper building and workspaces;
5. Comprehensively integrate issues of accessibility and disability in discussions on diversity;
6. Conduct a policy and implementation review across all departments;
7. Require departments to include discussion of accommodation procedures as part of employee onboarding; and
8. Require sensitivity and empathy training for all supervisors in how they interact with their employees with disabilities.

EQUAL OPPORTUNITY AND INCLUSION

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