



# CALIFORNIA STATE UNIVERSITY CHANNEL ISLANDS ADMINISTRATIVE POLICY MANUAL

## **Finance & Administration**

**Approved By:** Richard R. Rush  
President

**Policy Number:** FA.31.002

**Effective Date:** 5/21/04

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## **Policy on Persons with Protected Disabilities**

### **Purpose:**

The Americans with Disabilities Act (ADA) and the California Fair Employment and Housing Act (FEHA) prohibit discrimination on the basis of disability in employment, State and local government services, public transportation, public accommodations, commercial facilities, and telecommunications. The ADA provides for disabled people to have access to “full and equal enjoyment of the goods, services, facilities, privileges, advantages, or accommodations of any place of public accommodation.”

### **Background:**

ADA of 1990; Rehabilitation Act of 1973; and FEHA. Additionally, the California State University (CSU) Policy for Provision of Accommodations and Support Services for Students with Disabilities prohibits unlawful discrimination against students on the basis of disability in CSU programs, services and activities, in accordance with, but not limited to, the Americans with Disabilities Act of 1990; Section 504 of the Federal Rehabilitation Act of 1973, as amended, and applicable state laws including but not limited to the Donahoe Higher Education Act, Div. 5, Chapter 14.2, Sections 67302, 673-13 and Section 12926 of the California State Government Code.

### **Accountability:**

The Associate Vice President, Human Resources Programs, administers this policy at California State University Channel Islands. Questions, concerns, suggestions, or complaints should be directed to (805) 437-8423.

### **Applicability:**

Personnel, administrative and academic activities shall abide by the following standards to eliminate discrimination against persons with disabilities and to provide equal opportunity and access to qualified applicants and employees, students, and guests with legally protected disabilities. CSU Channel Islands will:

- Use standards, criteria, or methods of administration that do not discriminate on the basis of disability;
- Make reasonable accommodation to known physical or mental limitations of qualified individual, unless it can be demonstrated that the accommodation imposes an undue hardship on the business operation of CSU Channel Islands;



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- Ensure that an individual is not limited or segregated in a way that adversely affects the opportunities or status of that person because of their disability;
- Not participate in contractual arrangements with organizations that discriminate against persons with a disability;

#### **Policy:**

It is the policy of California State University Channel Islands that qualified individuals with disabilities shall not be excluded from participation in, or be denied, the benefits, services, programs, opportunities for advancement, or activities of its organization because of their disability. In addition to not discriminating against individuals due to their disabilities, the University does not discriminate against anyone due to their relationship or association with an individual with a known disability.

Upon request, the University will consider reasonable accommodation to permit individuals with protected disabilities to (a) complete the admission/employment process, (b) perform essential job functions, (c) participate in instruction, programs, services and/or activities, and (d) enjoy benefits and privileges of similarly situated individuals without disabilities.

Superseded