

It is a vital part of a good working environment that employees feel safe and protected. The Americans with Disabilities Act of 1990 and Amendments of 2008 protects faculty and students from discrimination, but it is important to be aware of your rights and know when issues arise there is support in place. The[**UNC Office of Equal Opportunity and Compliance**](https://eoc.unc.edu/) is a resource that can be used for education about discrimination as well as provides forms to request accommodations or report issues.

**UNC ADA Based Accommodation Statement**

**“The University will provide Reasonable Accommodations to qualified Students, Employees, and Applicants based on Disability, Pregnancy and Related Medical Conditions, and Religious Beliefs and Practices, as required by state and federal law.** The University will not provide accommodations that eliminate an Employee’s Essential Job Function(s); Fundamentally Alter academic or admissions standards or requirements essential to an academic program, activity, technical standard, or professional or licensing requirement; constitute an Undue Burden or Undue Hardship; or create a Direct Threat. Failure to implement an approved Reasonable Accommodation may constitute discrimination under the University’s Policy on Prohibited Discrimination, Harassment, and Related Misconduct. Retaliation for requesting or using Reasonable Accommodations is also prohibited under the Policy on Prohibited Discrimination, Harassment, and Related Misconduct.”

**Opportunity for ADA Training**

As a part of our commitment to nondiscrimination, we want to encourage anyone who can to sign up by [DATE] for the Americans with Disabilities Act Training on [DATE]. This course will provide a background of the ADA as well as help introduce you to responsibilities and resources regarding accommodations.