

It is a vital part of a good working environment that employees feel safe and protected. Under the Americans with Disabilities Act (ADA), TheUNC Office of Equal Opportunity and Compliance offers [**resources**](https://eoc.unc.edu/what-we-do/accommodations/) in order to determine what constitutes an accommodation as well as allows you to make requests for accommodation if the need arises. It is important for all employees, supervisors, and HR professionals to be aware of conditions that may qualify for accommodations under the ADA to ensure safety and equity throughout campus and beyond.

**UNC 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 Accomodations Training**

As a part of our commitment to nondiscrimination and accommodation, we want to encourage anyone who can to sign up by [DATE] for the Accommodations training on [DATE]. This course will help bring awareness to the University’s policy on discrimination and harassment, accommodation opportunities, and how to request accommodations from the Equal Opportunity and Compliance Office.