

UNIVERSITY OF FLORIDA COLLEGE OF MEDICINE JACKSONVILLE
Office of Educational Affairs

Approval Date: 11/7/2023	Subject: Accommodations for Persons with a Disability Policy	Page 1 of 1
Approved by: GMEC		Revised Date: 8/4/15; 5/20/19; 10/11/21; 10/20/22; 9/29/23
Effective Date: 4/3/2007		Reviewed Date: 5/25/10; 6/1/15; 2/28/19; 5/29/20

Policy:

The University of Florida College of Medicine – Jacksonville is committed to creating an environment that respects all people. Part of this commitment is to assure equal opportunity in employment and education for individuals with disabilities. Another part of this commitment is to assure compliance with disability-related laws, including the Americans with Disabilities Act (ADA), as amended, and Section 504 of the Rehabilitation Act of 1973. We want to ensure that qualified applicants and residents with known physical and mental impairments, or any otherwise qualified individual with a disability is granted reasonable accommodations. Applicants or residents needing further information regarding requests for accommodation should contact the UF Office for Accessibility and Gender Equity via email at adaservices@ufl.edu or via phone at 352-273-3721, 800-955-8771 (TDD) or 711 (V/TDD). Any information supplied is strictly voluntary. The Office for Accessibility and Gender Equity does not share medical information provided by the employee with the department or unit in which they work. The Office will only share information regarding the accommodation requested.

Individuals who require parking accommodations will follow the parking policy.

Office for Accessibility and Gender Equity P.O. Box 112085
 1908 Stadium Dr.
 427 Yon Hall
 Gainesville, FL 32611-5055
 Phone 352-273-3721
 Fax 352-392-5268

Glossary of terms/definitions:

- **Disability** – A physical, sensory, intellectual, and/or mental impairment that substantially limits one or more major life activities, a record of such an impairment, or being regarded as having such an impairment.
- **Equal Opportunity** – An opportunity for people with disabilities to participate and benefit from programs and services that is equal to and as effective as the opportunity provided to others.
- **Equal Employment Opportunity Commission (EEOC)** – Federal agency primarily responsible for enforcement of Title I of the Americans with Disabilities Act (ADA), which deals with employment discrimination.
- **Impairment** – A physical impairment is a physiological disorder or condition, cosmetic disfigurement or anatomical loss affecting one or more of the body systems. A mental impairment is any mental or psychological disorder.
- **Individual with a Disability** – A person who has a physical, sensory, intellectual, or mental impairment that substantially limits one or more of the major life activities of such individual or a record of such an impairment or is regarded as having such an impairment.
- **Reasonable accommodation** – A modification or adjustment to a job, the work environment, or the way things usually are done that enables a qualified individual with a disability to enjoy an equal employment opportunity. Examples include accommodations such as (but not limited to) those noted below:
 - Accessible parking
 - Speech dictation software
 - Additional Testing Time

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- Modified workspace and other accommodations for wheelchair or scooter users
- Non-latex gloves