**Americans with Disabilities Act**

The **Americans with Disabilities Act (ADA)** prohibits unjustified discrimination based on disability. The ADA also requires covered employers to provide reasonable accommodations to employees with disabilities, and imposes accessibility requirements on public accommodations.

In accordance with the ADA Act, it is UW-Whitewater’s policy that we will provide a reasonable accommodation(s) to the physical or mental limitation(s) of a disabled applicant or employee, provided the applicant or employee is otherwise qualified for the position, with or without reasonable accommodation, unless the employer can demonstrate that the accommodation would impose an undue hardship.

**Definition of Reasonable Accommodation:**

A modification or adjustment:

* To the work environment, or to the manner of circumstances under which the position is customarily performed, that enable an individual with a disability who is qualified to perform the essential functions of that position; or
* That enables an employee with a disability to enjoy equal benefits and privileges of employment as are enjoyed by its other similarly situated employees without disabilities.

For employees, questions regarding ADA Accommodation requests should be directed to:

* Employees: Connie Putland, 262-472-1409, [putlandc@uww.edu](mailto:putlandc@uww.edu)

If you are requesting an accommodation under the ADA, please complete the ADA Accommodation Request form found on our forms page: <http://www.uww.edu/adminaffairs/hr/forms> and scrolling to the “D” section and clicking on Disability Accommodation Request form.

For students, questions regarding ADA Accommodation requests should be directed to:

* Students: Center for Students with Disabilities, 262-472-4711