

Compliance

[UNLV Home](#) / [Compliance Home](#) / [Americans with Disabilities Act](#)

Americans with Disabilities Act (ADA)

The ADA prohibits discrimination on the basis of disability in employment, State and local government, public accommodations, commercial facilities, transportation, and telecommunications. It also applies to the United States Congress.

To be protected by the ADA, one must have a disability or have a relationship or association with an individual with a disability. An individual with a disability is defined by the ADA as a person who has a physical or mental impairment that substantially limits one or more major life activities, a person who has a history or record of such an impairment, or a person who is perceived by others as having such an impairment. The ADA does not specifically name all of the impairments that are covered.

[Learn more about the Americans with Disabilities Act](#)

Student Accommodation Guidelines

The [Disability Resource Center](#) (DRC) is committed to supporting students with disabilities at UNLV through the appropriate use of advocacy, accommodations, and supportive services to ensure access to campus courses, services, and

activities. The DRC is the university-designated office that determines and facilitates reasonable accommodations in compliance with the Americans with Disabilities Act (ADA) and Section 504 of the Rehabilitation Act of 1973.

Faculty & Staff Accommodation Guidelines

The Americans with Disabilities Act of 1990, as Amended (ADA) prohibits employers from discriminating against individuals with disabilities. The ADA also prohibits retaliation against an employee for taking any action pursuant to the Act.

Definition of Disability: The ADA states that an individual is disabled if s/he:

- has a physical or mental impairment that substantially limits one or more of the individual's major life activities;
- has a record of such an impairment; or
- is regarded as having such an impairment.

Definition of Qualified Individual: The term "qualified individual with a disability" means:

- An individual with a disability,
- who can perform the "essential functions" of the employment position,
- with or without reasonable accommodation.

Employers are required to provide reasonable accommodation to the known limitation(s) of a person with a disability, as defined by the ADA.

Self Disclosure: In order to establish the existence of a disability and request reasonable accommodation under the ADA, an employee must complete and submit a Request for Disability Accommodation Form to the University EEO/AA Compliance Officer located in Room 635 of the Flora Dungan Humanities Building (FDH).

A department chair or supervisor should not ask an employee about his/her disability or discuss reasonable accommodation with an employee. Instead, the employee should make a written request for accommodation. If the department chair or supervisor has questions about this process, please call the University EEO/AA Compliance Officer at 895-4055.

Employees seeking a reasonable accommodation under the ADA must follow the [faculty and staff accommodation procedures](#) .

Job Openings	Workplace Policies
ADA Accommodation Request Form 	