

Americans with Disabilities Act or ADA

The University of Mississippi is committed to providing equal education and employment opportunities and achieving full participation for all members of the University community, including persons with disabilities in accordance with federal and state laws including but not limited to the Rehabilitation Act of 1973 as amended, the Americans with Disabilities Act of 1990 (ADA) and the ADA Amendments Act of 2008 (ADAAA).

The Director of Equal Opportunity and Regulatory Compliance serves as the Americans with Disabilities Act (ADA) Coordinator. Any **employee** who has a documented disability, as defined by the ADA, and needs a reasonable accommodation should contact the EORC office at 662-915-7735 or email eeo@olemiss.edu. Any **student** who has a documented disability, as defined by the ADA should contact Student Disability Services at 662-915-7128 or email sds@olemiss.edu. Any **visitor** who has a disability and may need accommodations, should first contact the department or group sponsoring the event or activity. If additional information is needed contact the EORC.

The University does not unlawfully discriminate against any qualified student, employee, visitor or applicant for admission or employment based on disability status. The Office of Equal Opportunity and Regulatory Compliance (EORC) encourages all members of the University community to partner in ensuring a welcoming and inclusive environment free of discrimination at all University related activities and in the working and learning environment. All forms of disability discrimination including the failure to provide reasonable accommodations and discrimination or harassment based on physical or mental disabilities is prohibited. Incidents of discrimination or discriminatory harassment (including disability discrimination, and failure to provide a reasonable accommodation) by University employees should be reported to EORC at 662-915-7735 or email at eeo@olemiss.edu.

Achieving full participation and integration of people with disabilities requires the cooperative efforts of all the University's departments, offices and personnel. The University will continue to strive to achieve excellence in its services and to ensure that its services are delivered equitably and efficiently to all of its members.

University offices listed below have responsibilities for a specific area of ADA compliance.

Office of Equal Opportunity and Regulatory Compliance

- Receive and respond to complaints of discrimination or harassment on the basis of disability and monitor the University's compliance with affirmative action obligations in regard to persons with disabilities.
- Coordinates response to requests for accommodation or employment modification by employees.
- Collaborates with other University offices regarding issues of campus accessibility.

Office of Student Disability Services

- Reviews and approves student requests for academic accommodations.
- Notifies faculty of accommodations for which students are approved and ensures they understand their responsibility to provide for those accommodations.
- Receive and respond to student claims of discrimination and serves as an advocate for students when issues arise.
- Collaborates with the campus community to remove disability-related barriers, recognize disability as a valued aspect of diversity, and embrace access as a social justice and civil rights issue.

Facilities Planning and Facilities Management

- Promotes compliance with campus physical and architectural access for new construction and major renovations.
- Maintains campus physical and architectural access for existing facilities.

Office of Information and Technology

- Supports identification, implementation, maintenance, and renewal of accessible information systems, including web presence, academic support systems and administrative information infrastructure.
- Ensures accessibility for students, staff, and public users.

Office of Outreach

- Supports faculty in regard to digital accessibility matters.
- Provides technical assistance for post-production captioning of instructional materials.

Department of Human Resources

- Receives and responds to requests from applicants for accommodations during the interviews for employment.
- Coordinates requests for interview accommodations with search committees and if needed, Office of Equal Opportunity and Regulatory Compliance.

Groups Sponsoring On Campus Events & Activities

All groups sponsoring on-campus events or activities are required to provide information regarding requests for reasonable accommodations in all marketing materials and publications that describe or invite participation in the event or activity. All advertising, invitations and brochures should include a statement that identifies multiple forms of contact, such as “If you are an individual with a disability and need accommodations, please contact, (name, phone number, email of the event coordinator). We encourage you to submit your request at least two weeks in advance, if possible, in that some accommodations require advance planning.”