

A.D.A.

(Americans with Disabilities Act)



Faculty/Staff Brochure

Langston University
P. O. Box 1500
Langston, OK 73050

Affirmative Action Compliance Statement

Langston University is in compliance the Title VI of the Civil Rights Act of 1964 Executive Order 11246 as amended, Title IX of the educational amendments of 1972, Americans with Disabilities Act of 1990, and other federal laws and regulations, and does not discriminate on the basis of race, color, national origin, sex, age, religion, qualified handicap, or status as a veteran in any of its policies practices or procedures. This includes, but is not limited to: admissions, employment, financial aid, and educational services.

Introduction

The American with Disabilities Act of 1990 (A.D.A.) makes is unlawful to discriminate in employment against a qualified individual with a disability. The A.D.A. also outlaws discrimination against individuals with disabilities in state and local government services public accommodations, transportation and telecommunications. The brochure explains the part of the A.D.A. that prohibits job discrimination. The part of the law is enforced but the U. S. Equal Employment Opportunity Commission, state and local civil rights enforcement agencies that work with the Commission.

Policy for Faculty/Staff with Disabilities

Background and Rationale

Langston University is committed to the goal of achieving equal education opportunity and full participation for faculty/staff with disabilities. Consistent with the Rehabilitation Act of 1973, as amended, in the Americans with Disabilities Act of 1990, Langston University ensures that no “*Qualified Individual with a disability*” will be excluded from participation in, be denied the benefits of, or otherwise be subjected to discrimination solely on the basis of disability under any program or activity offered by Langston University.

The Federal definition of a disability includes a person who has a physical or mental impairment which substantially limits one or more of such persons’ major life activities; has a record of such impairment, or is regarded as having such impairments.

Any person requesting service must provide documentation of his/her disability from a qualified professional before receiving services. In the case of a medical disability, documentation from a physician is appropriate.

Langston University A.D.A. Compliance Officer will assist in providing reasonable accommodations whenever possible. This office will assist all persons with disabilities to help remove architectural or attitudinal barriers encountered on campus. This could include moving classes to accessible building, facilitation the construction of ramps of curb cuts, the placing of adjustable tables in classrooms, and acting as a liaison with other faculty/staff and administration.

**Langston University
Americans with Disabilities
Services for Faculty/Staff with Disabilities**

Campus Orientation

The Disability Officer will provide faculty/staff with a detailed map that highlights the accessibility entrances to buildings and parking spaces and will also provide a personal campus orientation upon request.

University Assistance

Faculty/Staff are encouraged to be self-advocates in making request for reasonable accommodations. Assistance is to be used to support the accomplishment of educational goals. Services are based on individual need and documentation by a qualified professional of the disability is required.

Accessibility

Langston University has adopted the *Americans with Disabilities Act Accessibility Guidelines (A.D.A.A.G.)*. Each year members of the Association for Disabilities for Disabled Faculty/Staff submits a list of priorities for building improvements. Any request for architectural accessibility modifications may include, but are not limited to, ramps, curb cuts, automatic door openers, sidewalk repairs, restrooms, etc.

More Information

The Disability Officer provides services to faculty/staff with disabilities. The office is committed to meeting the needs of faculty/staff with disabilities. In many cases, these services are developed in response to expressed needs. If you have a need that cannot be met by any of the preceding, please ask the A.D.A. Compliance Officer for assistance. For more information, contact:

**A.D.A. Compliance Office
Page Hall, Room 311
405/466-2937
FAX: 405/466-6014**



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Receipt by Faculty/Staff

Please complete the information requested below and return this form to the Langston University Human Resources Office located on the second floor of Page Hall.

By signing this form, I am acknowledging that I have received a copy of the Americans with Disabilities Brochure for Disabled Faculty/Staff. If I have questions regarding A.D.A. policies and procedures, I may contact the A.D.A. Compliance Officer for clarification.

Faculty/Staff Name: _____

Faculty/Staff Signature: _____ **Date:** _____

Professional Title: _____

Assigned Department: _____

Supervisor's Name: _____

A.D.A. Compliance Officer's Signature: _____ **Date:** _____



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