

UNIVERSITY OF ILLINOIS URBANA-CHAMPAIGN SENATE
COMMITTEE ON EQUAL OPPORTUNITY AND INCLUSION
(Final; Action)

EQ.18.04 Resolution on Employee Accessibility and Disability

WHEREAS, 15% of the world population has a disability (*World Health Organization*), 20% of the US population has an anxiety disorder in any given year (*Mental Health First Aid*), and 58% of people will experience a mental disability in their lifetimes (*Mental Health First Aid*);

WHEREAS, the University has an obligation to accommodate employees with disabilities due to the Americans with Disabilities Act (ADA);

WHEREAS, University employees face everyday accessibility challenges such as a deficit of accessible parking spaces;

WHEREAS; a Senate resolution can serve to publicize this important work to include constituencies whose voices will be important to its success;

WHEREAS, the Office of Access and Equity (OAE) has struggled to meet the accommodation needs of employees with disabilities in a timely manner due to issues involving adequate staffing, support for accommodations from units in which they are requested, and questions about sources of funding to comply with accommodation needs;

WHEREAS, like other universities, the University of Illinois at Urbana-Champaign lacks adequate data about employees with disabilities, their needs, or their accommodations;

WHEREAS, departments across the University are experiencing a rise in a demand for accommodations for employees;

WHEREAS, unmet accessibility needs can produce crises for faculty and staff faced with delays in the accommodation process and lack of understanding at the unit level;

WHEREAS, accessibility and accommodation support are factors in retention of faculty and staff;

WHEREAS, disability and accessibility are part of diversity, equity, and inclusion which are part of the University's Mission and Vision statements; and

THEREFORE, be it resolved, that the Senate encourages the administration to:

1. Urge the office of the Vice Chancellor for Diversity, Equity and Inclusion to engage appropriate internal and external consultants to assess campus climate related to disability needs, collaborating with the Senate Committee on Equal Opportunity and Inclusion to target underserved faculty and staff in any survey collecting such information;
2. Ensure that the accommodations processes of the OAE are properly staffed and funded;
3. Educate faculty and staff to come forward with accommodation requests and properly support those requests;
4. Consult with universal and accessible designs experts on and off campus to address facilities issues such as signage, accessible parking, and other building and workspace accessibility issues;
5. Comprehensively integrate issues of accessibility and disability in discussions on diversity, equity, and inclusion;
6. Conduct a policy and implementation review across all departments;
7. Require departments to include discussion of accommodation procedures as part of employee onboarding; and
8. Require sensitivity and empathy training for all supervisors in how they interact with their employees with disabilities.

EQUAL OPPORTUNITY AND INCLUSION
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