



Policy Chapter: Chapter 4 Administration

Policy Number and Title: 04.015 Disability Accommodations for University Visitors

I. Policy Statement

The University of North Texas (UNT) is committed to providing equal opportunities for qualified individuals with a disability, and making its programs, services, activities, and university facilities accessible to individuals with disabilities as defined by the Americans with Disabilities Act of 1990 as amended (ADA), Section 504 of the Rehabilitation Act of 1973, or other federal or state laws.

II. Application of Policy

Total University and University Visitors

III. Policy Definitions

A. Accommodations

“Accommodations,” in this policy, means reasonable modifications, auxiliary aids or adjustments to the tasks, environment or the way things are usually done that enables individuals with disabilities to have an equal opportunity to participate in a educational program, services, activities or job responsibilities. Broad categories of accommodations include changes to the application process to ensure equal opportunity to apply for program enrollment, changes to a position or workplace that will enable an employee to do their job, changes that enable a student with a disability to perform the essential functions of the academic program, or changes that enable a student with a disability to enjoy equal benefits and privileges of the program.

B. Person with a Disability

“Person with a disability,” in this policy, means a person who has a physical or mental impairment which substantially limits one or more major life activities; who has a record of such impairment; or who is regarded as having such an impairment.

C. Visitor

“Visitor,” in this policy, means a person who is not a student or employee of the University.

IV. Policy Responsibilities

A. Reasonable Accommodations

UNT will make reasonable accommodations to policies, practices, or procedures in order to make its services, programs, and activities accessible to qualified persons with a disability unless providing the requested accommodation would cause undue hardship, or fundamentally alter the nature of the university service, educational program, or activity.

B. Visitors

Individuals qualifying under the Americans with Disabilities Act (ADA) in need of special assistance to participate in a program, service, or activity sponsored by UNT should request

special accommodation or auxiliary aids in advance university department or agency sponsoring or responsible for the activity or program. Proof of disability may be required if the disability is not evident.

The department or agency responsible for the program, activity, service, or facility to which the individual requires access will work with the appropriate university departments to provide reasonable accommodations.

The University assumes no responsibility for personal assistance necessary for independent functioning nor for specialized medical care.

C. Employees and Applicants

Employees and applicants needing assistance should contact the campus department of Human Resources. For further information also see UNT Policy 05.011, Employment of Individuals with Disabilities and Workplace Accommodations, and UNT Policy 05.024, Employment of Staff Personnel.

D. Students

Students needing assistance should contact the campus Office of Disability Access. For further information also see UNT Policy 16.001, Disability Accommodation for Students and Academic Units.

V. References and Cross-References

[Americans with Disabilities Act of 1990](#)

[Section 504 of the Rehabilitation Act of 1973](#)

[Equal Opportunity Inquiry Form](#)

[UNT Policy 05.011, Employment of Individuals with Disabilities and Workplace Accommodations](#)

[UNT Policy 05.024, Employment of Staff Personnel](#)

[UNT Policy 16.001, Disability Accommodation for Students and Academic Units](#)

VI. Revision History

Policy Contact:	Director, Office of Disability Access
Approved Date:	08/01/1991
Effective Date:	08/01/1991
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