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.

Application of Policy. Total University and University visitors.

Definitions.

1. Accommodations. “Accommodations” 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.

2. Person with a disability. “Person with a disability” 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.

3. Visitor. “Visitor” means a person who is not a student or employee of the University.

Procedures and Responsibilities.

1. 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.

   A. 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.

**Responsible Party:** University Departments, program sponsor, University Visitor

B. **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 UNT Policy 05.024.

**Responsible Party:** Human Resources

C. **Students.**
Students needing assistance should contact the campus Office of Disability Access. For further information also see UNT Policy 16.011, Disability Accommodations for Students and Academic Units.

**Responsible Party:** Vice President for Student Affairs

**References and Cross-references.**
Section 504 of the Rehabilitation Act of 1973
Americans with Disabilities Act of 1990

[Equal Opportunity Inquiry Form]

**Revision History**

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<tr>
<th>Policy Contact:</th>
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