

Special Issues Relating to Staff and/or Applicants with Disabilities

Date Revised: November 19, 2013

Date Reviewed: June 13, 2013

Date Issued: 2006

An otherwise qualified staff member with a disability who requires an accommodation in order to perform the essential functions of their job, or an applicant who requires a reasonable accommodation to demonstrate their job skill, experience, and knowledge, should contact the Assistant Vice President or Director of Human Resources (or designee) to request such accommodation. University of the Pacific will then work with the staff member or applicant to identify the existing barrier(s) and/or will also work with the individual to identify possible reasonable accommodations, if any, that would permit the employee to perform the essential functions of the job. If the accommodation is reasonable and will not impose undue hardship, Pacific will consider the accommodation.

For purposes of reasonable accommodation, a disabled staff member or applicant is a person who:

- has a physical or mental impairment which limits one or more major life activities (such as walking, seeing, speaking, learning or working);
- has a record in writing from an authorized medical professional accepted by University of the Pacific of such impairment; or
- is regarded by University of the Pacific Human Resources as having such an impairment.

This individual must meet the skill, experience, education, or other requirements of the position that he/she holds or seeks, and must be able to perform the essential functions of the job either with or without reasonable accommodation.