



**The College at Brockport**

**Category:**

Office of Human Resources

**Responsible Office:**

**Affirmative Action**

**Policy Title:**

Non-Discrimination of Persons with Disabilities

It is the policy of the College at Brockport that no otherwise qualified person with a disability shall, solely by reason of the disability, be excluded from participation in employment or access to programs of the college. The following statement appears in the Directory of Policy Statements:

The State University College at Brockport will not discriminate against any employee, applicant for employment or student, because of physical or mental handicap with regard to any position or program for which that person is qualified. This commitment is applicable in all employment practices including, but not limited to employment upgrading, demotion or transfer, recruitment, layoff or termination, rates of pay or other forms of compensation, and selection for training.

In carrying out this policy, the college shall make a good faith effort to reasonably accommodate the physical and/or mental limitations of an employee, applicant for employment or student unless such accommodations would impose undue hardship on the operation of the college.

The college will not deny an employment opportunity to a qualified individual because the individual has a relationship or association with an individual who has a disability.

The college will not knowingly participate in a contractual or other arrangement that subjects an applicant for employment, an employee, or a student with a disability to unlawful discrimination.

The college will not discriminate or retaliate against any individual, whether or not the individual has a disability, as a result of an individual opposing a discriminatory practice, filing a discrimination complaint, or participating in any way in enforcing the Americans with Disabilities Act.

The State University College at Brockport will follow the SUNY Complaint Procedures to resolve complaints of unlawful discrimination based on disabilities.

Students with need for special services related to disabilities should contact:  
*Office of Students with Disabilities*

Faculty and staff accommodations and complaints related to disability should be addressed the  
Office of Affirmative Action

---

**Forms:**

*Reasonable Accommodation Form*

---

**Reference(s):** <http://www.eeoc.gov/types/ada.html>