**Accessibility in Research Training Environments**

The University of Oregon provides reasonable accommodations to individuals with disabilities so they can effectively learn and work in university settings, including research and clinical facilities. Requests for accommodation are assessed on a case-by-case basis. Requests for accommodation that concern academic matters are handled by the Accessible Education Center (AEC) while requests needed for employees (including graduate student employment) are managed by Human Resources (HR). When education and employment accommodations overlap, AEC and HR work collaboratively to ensure the individual's needs are met.

**The Accessible Education Center**

The AEC facilitates and supports access and inclusion for students with disabilities. The office partners with students, faculty, staff, and the community to create and sustain physical, curricular, and informational environments that are informed by and responsive to the diverse characteristics and experiences of students with variations of ability. A range of supports and services are available through the Accessible Education Center to eligible students who encounter barriers to full access or participation in the physical, curricular, or informational environments within the university. These include academic accommodations, including exam adjustments, sign language interpretation, classroom relocation, and adaptive technology. In addition, support with academic planning and problem solving is available, as well as assistance with time management and organizational strategies. Several educational groups are also offered each year during fall, winter, and spring terms. The UO strives for a more inclusive learning environment for all students with the goal of reducing the need for individualized accommodations.

**Human Resources Accommodations**

The University of Oregon is committed to providing equal employment opportunities and reasonable workplace accommodations to applicants and employees with disabilities. Workplace accommodations are any change in the work environment or in the way things are customarily done that enables an employee with a disability to overcome the physical or mental limitations caused by their medical condition so that they are able to perform the essential functions of their position.

The Office of Human Resources (HR) is responsible for ensuring the university’s compliance with the employment provisions of the Americans with Disabilities Act, as amended (ADA), Title VII of the Civil Rights Act of 1964, and Oregon state law, and plays a central role in addressing a variety of accommodation-related needs, including:

* requests by employees for disability-related accommodations (including travel accommodations);
* requests for accommodation (disability and religious/moral) in the application/hiring process;
* requests by university employees for accessible/handicap parking;
* requests by faculty/staff or the family members of a student living in University Housing to have a companion animal in University Housing or the workplace; and,

Reasonable accommodation can involve a number of possibilities including, but not limited to, the following:

* Job restructuring with reassignment of marginal functions. It is not reasonable to reassign essential functions.
* Acquisition of assistive devices such as automated equipment, voice
* recognition computer software, etc.
* Modified work schedule to allow more frequent but shorter breaks or more frequent breaks within an extended work day.
* Modifying how or when tasks are accomplished.