



Handbook of Operating Procedures

Disability Accommodation

Policy Number: 101

<p>Subject: Disability accommodation</p> <p>Scope: Applicants, employees, students, trainees (residents and fellows), patients, other members of the university community and individuals who access services or programs of the university</p> <p>Date Reviewed: March 2014</p>	<p>Responsible Office: Diversity & Equal Opportunity</p> <p>Responsible Executive: Associate Vice President of Diversity & Equal Opportunity</p>
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I. POLICY AND GENERAL STATEMENT

The University of Texas Health Science Center at Houston ("university") is committed to providing equal opportunities for qualified disabled employees, applicants, students, trainees, patients, other members of the university community and individuals who access services or programs of the university ("individuals with disabilities") in accordance with state and federal laws and regulations. Accommodations may be provided to an individual with disabilities for access to university facilities to perform the essential functions of his or her job and/or to participate in university academic programs, services and activities.

II. DEFINITIONS

Disability Coordinator: The university shall appoint a Disability Coordinator who will be responsible for handling disability accommodation requests for individuals with disabilities. The university's appointed Disability Coordinator can be contacted at (713) 500-3130 or by visiting 7000 Fannin St., Suite 150, Houston, Texas 77225.

Section 504 Coordinator: In accordance with Section 504 of the Rehabilitation Act of 1973, the university shall appoint at least one employee to coordinate compliance with Section 504. Each school's dean has appointed a Section 504 Coordinator. The Section 504 Coordinator for the Graduate Medical Education ("GME") Program is the Designated Institutional Official (DIO). The Section 504 Coordinators for each school and the GME Program are listed on this [website](#).

Individual with a Disability: An individual with a physical or mental impairment who, as a result of such impairment, is substantially limited in performing one or more major life activities. This includes individuals who not only have an impairment, but also individuals who have a record of such an impairment. This also includes individuals who have been regarded as having such an impairment; however, a person who is considered an individual with a disability solely on the basis of being "regarded as" having a disability is not eligible for a reasonable accommodation. An impairment may be caused by pregnancy or a pregnancy-related medical condition.