
STUDENTS:

If you need an accommodation, contact the Office of Disability Accommodations. You will need to complete a written needs assessment and provide documentation of your disability. Once approved, reasonable accommodations will be provided as soon as possible.

FACULTY AND STAFF:

The University encourages employees to self-identify, if they believe they may have current ADA-related needs. All discussions between employees, their supervisors, Human Resources personnel, and ADA Committee members will be considered confidential to the full extent practicable. Reasonable accommodation may include but is not limited to:

- Modifying work facility
- Acquiring or modifying equipment or devices
- Job restructuring or modifying work schedules
- Reassignment to a vacant position
- Adjusting or modifying examinations or training materials
- Providing qualified readers or interpreters

CONTACT INFORMATION

Office of Disabilities Accommodations

**Denise Le Clair,
Director**

**deniseleclair@creighton.edu
402-280-2166**

Faculty and Staff:

**Janel Allen,
Human Resources
402-280-2709**

Physical Barriers:

**Tim Norton,
Facilities Management
402-280-2780**



Disability Accommodation and Awareness Committee

Creighton University

www.creighton.edu/about/ada/



FREQUENTLY ASKED QUESTIONS

Q: WHAT CONSTITUTES A DISABILITY AND HOW IS IT DOCUMENTED?

A: The ADA defines a disability as (I) a physical or mental impairment which substantially limits one or more of an individual's major life activities; (II) a record of such impairment; or (III) being regarded as having such an impairment.

Q: WHAT IS A "REASONABLE" ACCOMMODATION?

A: Creighton University is required to provide reasonable accommodations for qualified individuals with known disabilities.

Accommodations are determined on a case-by-case basis. Creighton University will engage in an interactive communication process with you to determine the best solution for your needs. The nature of the disability and the type of activities you will be engaged in are two of the many factors that are considered in determining a reasonable accommodation. Reasonable accommodation may include, but is not limited to

- Making existing facilities readily accessible to, and usable by, persons with disabilities.
- Acquiring or modifying equipment or devices, adjusting or modifying examinations, training materials, or policies, and providing qualified readers or interpreters.

The University believes in a culture of openness, a supportive educational and work environment, and the promotion of equality and reasonable accommodation for employees and students with disabilities.

ABOUT US...

The Creighton Disability Accommodation and Awareness Committee is a presidential committee formed to provide information on accessibility to the Creighton community.

WHO ARE WE?

We are comprised of individuals from all areas of the university, which include faculty members and staff from each Vice Presidential/Vice Provost area and students.

OUR GOAL

The committee focuses on improving access and educating the Creighton community on accessibility.

THE INFORMATION

The minutes from each meeting can be found online at our website:
www.creighton.edu/about/ada/

Section 504 Coordinator

No otherwise qualified individual with a disability in the United States...shall, solely by reason of his or her disability, be excluded from the participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance...

The Rehabilitation Act prohibits discrimination on the basis of disability in programs receiving federal financial assistance and in the employment practices of federal contractors. Each federal agency has its own set of 504 regulations but all include reasonable accommodation for employees with disabilities, program accessibility, effective communication for individuals who have hearing or vision disabilities, and accessible new construction.

