

EMPLOYEE ADA

WHAT IS THE AMERICANS WITH DISABILITIES ACT (ADA)?

The Americans with Disabilities Act of 1990, as amended, and other federal and state laws protect employees and applicants for employment from discrimination on the basis of disability in the terms and conditions of employment. Disability discrimination includes not making reasonable accommodation to the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or employee, barring undue hardship.

WHO CAN REQUEST AN ACCOMMODATION

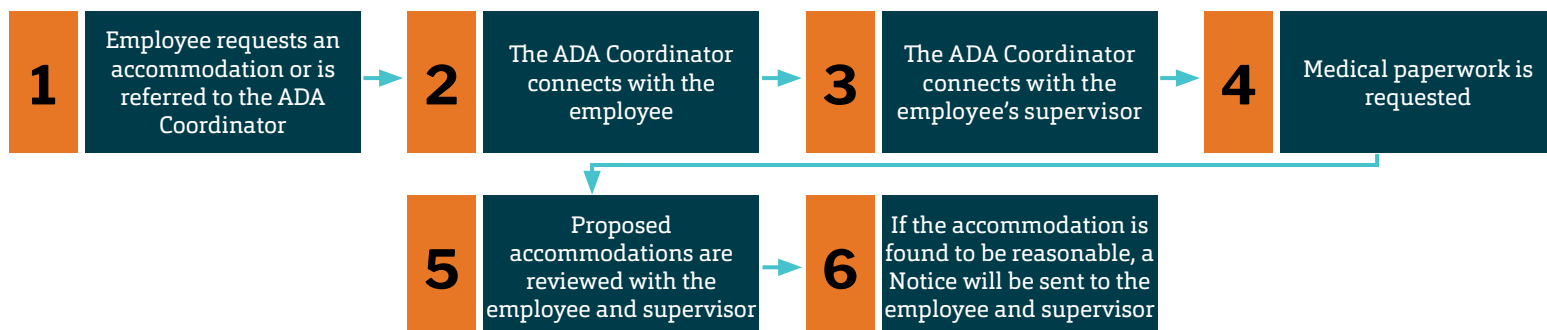
Current employees or applicants for a paid position with a qualifying disability may request an accommodation. A disability, as defined under the ADA, includes both mental and physical impairments that substantially limit a major life activity. Supervisors who become aware of an employee within their reporting structure who is requesting an accommodation must inform the campus ADA Coordinator or the Human Resources Office.

Refer to 600.080 to view the Policy Related to Employees with Disabilities

WHAT IS A REASONABLE ACCOMMODATION

A reasonable accommodation means a change in the job application process or work environment that enables a qualified individual with a disability to be considered for the position the individual desires, perform the essential functions of that position, or enjoy terms and conditions of employment that are enjoyed by similarly-situated individuals without disabilities, unless to do so would pose an undue hardship.

ACCOMMODATION REQUEST PROCESS



Email
ada@mst.edu

Call
573-341-7734

Visit
900 Innovation Drive, Suite 500

Requests for reasonable accommodation can be made at any time during the application process or at any time before or after hire. Requests can be made online, in person, or via phone.



Scan Here to Visit the S&T Employee ADA Website:
<https://hr.mst.edu/employee-ada/>