

Cheyney University Policy SE-2010-6004

Policy on Disability Employment Guidelines

Approved by: Social Equity Council/ President's Council

History: Revised –12-9-2009

Revised Additional History

Additional References: n/a

DISABILITY EMPLOYMENT GUIDELINES

No individual will be denied employment because of a disability provided he/she is able to perform the essential requirements of the position. Every reasonable effort will be made to accommodate persons with physical and/or mental disabilities who otherwise would meet the essential requirements of the position.

An individual is considered to have a disability if one of the following conditions exist: There is a physical or mental impairment that substantially limits one or more of a major life activity; there is a medical record of such physical or mental impairment; or he or she is regarded as having such physical or mental impairment.

Training sessions will include sensitivity awareness to employees about persons with disabilities. Qualified individuals with disabilities will be afforded the same opportunity to advance and compete for vacancies as they occur through the posting (bidding) system and other methods of promotion.*