

**NOTIFICATION OF COMPLIANCE WITH
THE AMERICANS WITH DISABILITIES ACT (ADA), AS AMENDED**

San Diego State University is committed to providing disabled persons access to and participation in the University's programs, services, and activities and creating an environment where faculty, staff and administrators respect disabled persons.

The University shall not discriminate against a qualified person due to a disability in employment application procedures, the hiring process, advancement or promotion, discharge, compensation, job training, or other employment terms, conditions, or privileges. In addition, the University does not permit unlawful harassment based on a protected disability. An individual is considered to *have* a "disability" if he or she has a physical or mental impairment that limits one or more major life activities, has a record of such an impairment, or is regarded as having such an impairment.

Qualified applicants and employees with disabilities may request reasonable accommodation for their disability to participate in hiring and employment. Upon request, the University will consider a request for reasonable accommodation:

- When an applicant with a disability needs an accommodation in order to be considered for a job;
- When an employee with a disability needs an accommodation to enable him or her to perform the essential functions of the job or to gain access to the workplace; and
- When an employee with a disability needs an accommodation to participate in equal benefits and privileges of employment.

Any University employee or applicant may consult with the Office of Employee Relations and Compliance for further information or assistance in regards to the University's policy and/or ADA reasonable accommodations. Please contact the Office of Employee Relations and Compliance at 619-594-6464. For more information regarding this policy, please refer to the University Senate Policy File, <https://newscenter.sdsu.edu/universitysenate/files/00911-2012pf.pdf>.