

BUFFALO STATE COLLEGE

DIRECTORY OF POLICY STATEMENTS

Policy Number: VI:01:04

Date: 1985

Subject: **Handicapped Individuals**

<http://equity.buffalostate.edu/disability-related-discrimination-policy>

Original Policy:

Section 503 and 504 of the Rehabilitation Act of 1973 provides that no otherwise qualified handicapped individual, as defined in Section 7 (6) of that Act, shall, solely by reason of his/her handicap, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance.

In accordance with such requirements and with the State University College at Buffalo's own policies and programs of equal opportunity, and non-discrimination, the College has initiated affirmative measures to fulfill this commitment.

The State University College at Buffalo will not discriminate against any employee, applicant for employment or student, because of physical or mental handicap with regard to any position or program for which that person is qualified. This commitment is applicable in all employment practices including, but not limited to, employment upgrading, demotion or transfer, recruitment, layoff or termination, rates of pay or other forms of compensation, and select for training.

All employees, applicants for employment and students who believe themselves to be covered by Section 503 and 504 of the Rehabilitation Act of 1973, as amended, and who wish to benefit under our affirmative action, are invited to identify themselves on the employment and/or admission form and/or through a periodic update of the individual's personnel file, based on the following categories under which they qualify: blindness/visual impairment, deafness/ hearing impairment, orthopedic impairment, physiological impairment, mental disorder, nervous system, respiratory related impairment, loss of limbs, or designated other disability.

Candidate identify themselves as qualified handicapped persons will be asked to describe any special methods, skills, and procedures which qualify them for positions they might presumably be unable to fulfill because of their disability so that they will be considered for such positions and to alert the College as to accommodations which might be made to enable them to perform their jobs properly and safely, such as changes in the physical layout of the job and modification of certain non-essential duties related to the job.

The College will continually review its personnel practices and procedures to assure that they will result in careful, thorough and systematic consideration of the job qualifications which do not exclude or otherwise limit employment opportunities of qualified handicapped individuals.

Physical accommodations for handicapped persons, as mandated by law, have been instituted in designated buildings on campus. The campus is approximately eighty percent barrier free. Problems of physical accommodation are resolved by housing programs in barrier free locations. All renovations and new construction are done in accordance with barrier free guidelines. The campus will be completely barrier free as resources are made available.

The College has access to, and has benefited from the special designation of entry-level civil service (clerical) positions for the hiring of certain handicapped persons. These positions, which are part of regular College work staff, require approvals-beyond the campus level-from the New York State Department of Civil Service, the Division of the Budget and SUNY Central Administration. Handicapped persons have access to those rights of redress for complaints and grievance as does any other employees at State University College at Buffalo.

Source of Information: SUCB Affirmative Action Plan, 1985

UPDATE: 2/20/06 www.buffalostate.edu/equity/documents/disabilities

Buffalo State College Policy for Persons with Disabilities

It is the policy of Buffalo State College that no otherwise qualified person with a disability shall, solely by reason of the disability, be excluded from participation in employment or access to programs of the college. The following statement appears in the Directory of Policy Statements:

- ❖ The State University College at Buffalo will not discriminate against any employee, applicant for employment or student, because of physical or mental handicap with regard to any position or program for which that person is qualified. This commitment is applicable in all employment practices including, but not limited to employment upgrading, demotion or transfer, recruitment, layoff or termination, rates of pay or other forms of compensation, and selection for training." (Policy Number VI:01:03 1985)
- ❖ Although the statement pre-dates the Americans with Disabilities Act of 1990, it does express the college policy with regard to persons with handicapping conditions which can be related to persons with disabilities as in the more recent federal legislation. In carrying out this policy, the college shall make a good faith effort to reasonably accommodate the physical and/or mental limitations of an employee, applicant for employment or student unless such accommodations would impose undue hardship on the operation of the college.
- ❖ The college will not deny an employment opportunity to an individual because the individual has a relationship or association with an individual who has a disability.

- ❖ The college will not knowingly participate in a contractual or other arrangement that subjects an applicants for employment, an employee, or a student with a disability to unlawful discrimination.
- ❖ The college will not discriminate or retaliate against any individual, whether or not the individual has a disability, as a result of an individual opposing a discriminatory practice, filing a discrimination complaint, or participating in any way in enforcing the Americans with Disabilities Act.

Students with need for special services related to disabilities should contact:

Coordinator, [Services for Students with Disabilities](#)

 Faculty and staff needs should be addressed with Human Resource Management.

Complaints and Grievances Related to Allegations of Discrimination Based on Disabilities

The State University College at Buffalo will follow the SUNY Grievance Procedures for the Review of Allegations of Discrimination to resolve complaints of unlawful discrimination based on disabilities.

**Complaints are filed in the Office of Equity and Campus Diversity,
Cleveland Hall, Room 415, 1300 Elmwood Avenue, Buffalo NY 14222.**

Complaints should be addressed to Dolores E. Battle, Ph.D., Senior Advisor to the President for Equity and Campus Diversity, who has been designated by the college President to coordinate the ADA compliance efforts.