

Reasonable Accommodation and Medical Separation for Academic Appointees with Disabilities

Definitions and Links

******Under Construction******

Relevant Academic Personnel Policies:

- **APM - 711, Reasonable Accommodation for Academic Appointees with Disabilities**
- **APM - 080, Medical Separation**

Definitions of important terms found in APM - 711, Reasonable Accommodation for Academic Appointees with Disabilities and APM - 080, Medical Separation will be found here, along with links to applicable Federal and State law.

Definitions:

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Links:

Non-discrimination in employment for otherwise qualified employees and job applicants with disabilities is an obligation under Federal and California State law. The links below give important background on applicable laws.

- **Federal Law: Americans with Disabilities Act of 1990 (ADA):**
Please see the U.S. Equal Employment Opportunity Commission website for information on the Americans with Disabilities Act of 1990 as it relates to employment, and definitions of terms related to reasonable accommodation and the interactive process:
<http://www.eeoc.gov/types/ada.html>
- **California State Law: Fair Employment and Housing Act (FEHA):**
A description of the Fair Employment and Housing Act may be found at:
<http://www.dfeh.ca.gov/about/fehaDescription.aspx>