

Disability in STEM (Reasonable Accommodations in the Workplace) – September 20, 2023 (via Microsoft Teams)

15 Attendees

Presenters: Ann Kowaliczko and Kasey Hoffman (SMPH Disability Services Advisers)

ADA: Americans with Disabilities Act

- Title I – employees who meet ADA definition prohibits discrimination
- Presentation includes a number of examples of qualifying conditions (both visible and invisible); things that impact major life activities

DDR: Divisional Disability Representatives

<https://employee disabilities.wisc.edu/divisional-disability-representatives-ddr/>

- Designated HR members
- Receive accommodation request forms from employees
- Every college/division on campus has a representative

Employee Disability Resource (EDR) Office

<https://employee disabilities.wisc.edu/>

Employee Assistance Office

<https://hr.wisc.edu/employee-assistance-office/>

When to contact the DDR:

- Employee shares that they have a medical condition that is affecting their ability to perform essential functions of the job
- Concerns about discrimination, harassment, or retaliation

Many campus contacts!

Note: McBurney Resource Center is for Students (not faculty/staff)

What is a reasonable accommodation?

- Qualified individual with a disability
- Essential functions of job
- Undue hardship (unduly costly, extensive, disruptive to the employer)
 - ADA: look at entire budget of institution
 - Central funding (i.e. university) for some things (ex. sign language interpreter)
 - Contact DDR to determine who pays for accommodations (because size/budget)
 - Many examples provided

Interactive Accommodation Process

- Required medical documentation
- Sometimes need temporary accommodation (i.e. broken arm)

DDR is unable to share personal/medical conditions with supervisor due to confidentiality

- Meeting between DDR and employee -> with supervisor -> EDR office
- Decision: approved, modified, or denied
- Can appeal decision
- Implementation handled by dept and supervisor
- Multiple follow ups are done with the employee and/or supervisor

Additional information on pregnancy-related laws (Title VII) – expanded on 4/28/2023 with the Pump Act: <https://www.dol.gov/agencies/whd/pump-at-work>

Unpaid leave: FMLA and WFMLA (Wisconsin)

ADA Leave

Common Lab Accommodations:

- Ergonomic
- Travel
- Job coaching (ex. ADHD)