

### **03.902 Employment of People with Disabilities.**

1. Purpose. To provide a working environment of nondiscrimination and affirmative action for persons with disabilities.
2. Policy. The University of North Texas System will not discriminate against any employee or applicant for employment because of physical or mental disabilities in regard to any position for which the employee or applicant for employment is qualified where reasonable accommodations can be made. The University of North Texas System will comply with the rules and regulations pursuant to the Rehabilitation Act of 1973, as amended, and the Americans with Disabilities Act of 1990.
3. Responsibility. The System's policy on Nondiscrimination and Equal Employment Opportunity outlines the administrative responsibility for implementation of nondiscrimination and affirmative action for people with disabilities and other protected class workers.

#### **REFERENCE:**

The Rehabilitation Act of 1973, Sections 503-504. (Public Law 93-112, 93rd Congress, HR 8070, 9/26/73).

The Americans with Disabilities Act of 1990 (Public Law 101-336, 98th Congress, HR 101-596, 7/26/90)