

Roger Williams University and Roger Williams University School of Law

The American with Disabilities Act (ADA) Policy

Purpose: To define the University's policy and procedure with regard to the Americans with Disabilities Act

Scope: All employees and potential employees with a disability

Policy: The University will not discriminate against employees or applicants for employment on any legally-recognized basis including, but not limited to, race, age, color, religion, sex, marital status, national origin, physical or mental disability, veteran status, sexual orientation, or ancestry. We are committed to fair and equal treatment of all employees.

The University will make reasonable accommodations to qualified disabled persons to assist them in fulfilling the essential functions of a job, provided that such accommodations do not impose an undue hardship upon the University.

Any employee or job applicant who feels he or she has been subject to unlawful discrimination by the University, its officers, agents or employees should report the incident to the Assistant VP for Human Resources at 254-3028.

The University will investigate all reports of discrimination promptly and thoroughly in as confidential a manner as is practicable.

There shall be no discrimination or reprisal against any employee or applicant for making a complaint or for cooperating in an investigation.

Complaint Procedure:

In addition to the University's reporting procedure and corrective action, if an employee believes he or she has been subjected to unlawful discrimination, he/she may file a complaint with either or both The RI Commission for Human Rights or the US EEOC. Claims must be filed in a timely manner in order to be effective.

Rhode Island Commission for Human Rights
180 Westminster Street, 3rd Floor
Providence, RI 02903
Tel: 401-222-2661 TTY: 401-222-2664
Fax: 401-222-2616

U.S. Equal Employment Opportunity Commission
Boston Area Office
John F. Kennedy Federal Building
475 Government Center
Boston, MA 02203
Tel: 1-800-669-4000 TTY: 1-800-669-6820
Fax: 617-565-3196