

Americans with Disabilities Act

Citation Reference

OFFICIAL TITLE	POLICY ON AMERICANS WITH DISABILITIES ACT
VOLUME	HUMAN RESOURCES
RESPONSIBLE OFFICE	USG HUMAN RESOURCES OFFICE
ORIGINALLY ISSUED	JANUARY 2009
REVISED	APRIL 2009

Policy 80Rcta-0.6[1.i 21.52 537.96 0.481 0.418 .481 re f EMC.2 (l)5 (6-AU2f5

This policy ensures consistency in practices among institutions of the University affording the appropriate level of flexibility needed at the institutional level.

Applicability

All units of the University System of Georgia are covered by this policy.

Who Should Read This Policy

All Human Resources personnel within the University System of Georgia should be aware of this policy.

Definitions

Process and Procedures

- x clarifies that an impairment that is episodic or in remission is a disability if it would substantially limit a major life activity when ~~act~~;
- x provides that an individual subjected to an action prohibited by the ADA (e.g., failure to hire) because of an actual or perceived impairment will meet the “regarded as” definition of disability unless the impairment is transitory and minor;
- x provides that individuals covered only under the “regarded as” prong are not entitled to reasonable accommodation; and
- x emphasizes that the definition of “disability” should be interpreted broadly.

Responsible Parties and Contact Information

Party	Responsibility	Phone/Email/URL
Vice Chancellor for Human Resources, USG	Maintain policy, provide guidance to institution human resources officers	404-962-3235 usqhr@usg.edu
Institution Chief Human	effective utilization policy, and monitor campuses for compliance.	