

Resources for Resolving Disability Issues in Employment

<u>Concern</u>	<u>Who</u>
<p>Undisclosed health/disability issue may be impacting job performance</p>	<ol style="list-style-type: none"> 1. Local HR Rep: http://www.hr.cornell.edu/about/hr_leaders.html 2. Medical Leaves (MLA): 255-1177 3. Faculty Staff Assistance Program (FSAP): 255-COPE (CONFIDENTIAL RESOURCE) <p>Contact the local human resource (HR) representative or MLA to raise the concern and to initiate requests for any desired disability-related workplace accommodation. See policy http://www.dfa.cornell.edu/dfa/treasurer/policyoffice/policies/volumes/humanresources/disabilityaccomm.cfm</p> <p>Contact FSAP for confidential counseling to faculty and staff who need assistance in resolving concerns, including work-related concerns.</p>
<p>Discrimination/harassment based on disability</p>	<ol style="list-style-type: none"> 1. Immediate Supervisor (unless subject of concern) 2. Local HR: http://www.hr.cornell.edu/about/hr_leaders.html 3. Discrimination and Harassment Advisor: http://hr.cornell.edu/diversity/reporting/harassment_advisors.html 4. Faculty Staff Assistance Program (FSAP): 255-COPE (CONFIDENTIAL RESOURCE) 5. Ombudsman: 255-4321 or ombudsman@cornell.edu (CONFIDENTIAL RESOURCE) 6. Workforce Policy and Labor Relations: (WPLR) 254-7232 or equalopportunity@cornell.edu <p>If comfortable, raise any concerns of discrimination or harassment with the supervisor or local HR representative to resolve the issue within the worksite.</p> <p>Consult any Discrimination and Harassment Advisor for referral to resources and/or support for resolution</p> <p>If confidentiality is desired, raise the concern with the Faculty Staff Assistance Program (FSAP) – students may see a CAPS counselor -- and/or the Ombudsman to explore options. Formal complaints of harassment or discrimination based on disability are received and investigated by WPLR under University Policy 6.4.</p>
<p>Disagreement over determination made/accommodation offered</p>	<ol style="list-style-type: none"> 1. Workforce Policy and Labor Relations: 254-7232 or equalopportunity@cornell.edu 2. Ombudsman: 255-4321 (CONFIDENTIAL RESOURCE) <p>WPLR will review the determination and work to resolve any disagreement with the determination or proposed accommodation made by MLA. The Ombudsman will, in a confidential setting, hear the concern and review resources for resolving the disagreement (including working with WPLR).</p>

<u>Concern</u>	<u>Who</u>
Concern about building accessibility (faculty/staff)	<p style="text-align: center;">ADA Coordinator for Facilities</p> <p>Contact the ADA coordinator for facilities at accessibility@cornell.edu to resolve a concern about building accessibility.</p>
Concern about building accessibility(student)	<p style="text-align: center;">Student Disability Services (SDS)</p> <p>Students with concerns about building/facility accessibility should contact Student Disability Services at sds_cu@cornell.edu (do not use this e-mail address to submit disability documentation) SDS also has a grievance procedure for students to use to resolve complaints about accommodation issues that include academic modifications, housing, transportation, the administration of policies or procedures that may affect a student with a disability. The link to the grievance procedure is: http://sds.cornell.edu/Policies_Procedures/ProcGrievance.html</p>
Concern about accessible parking/transportation	<p style="text-align: center;">Transportation and Mail Services</p> <p style="text-align: center;">http://www.transportation.cornell.edu/tms/parking/campusparking/faculty/disabilities.cfm</p> <p>Commuter and Parking Services (C&PS) works to accommodate the transportation needs of individuals with disabilities or temporary mobility challenges by providing them with accessible transit or parking options. For disagreements over the accommodation offered, submit a written statement explaining why the accommodation is not sufficient to the Customer Service Center Supervisor at C&PS. A representative from C&PS will then contact you with a response to your appeal. If a resolution cannot be reached, C&PS will send your application and appeal to a representative from Workforce Policy and Labor Relations for review.</p>