TO: Employees of the University of Montana

FROM: Royce C. Engstrom, President

This month, we celebrate the 25th anniversary of the signing of the Americans with Disabilities Act. Federal and State laws, as well as University policy, prohibit discrimination on the basis of physical or mental disability. The University of Montana provides access to education, employment, services, programs, and activities to persons with disabilities. I write to ask your help in removing any barriers that prevent equal opportunities to community members who have physical or mental disabilities.

The University affords all qualified individuals with disabilities equal opportunities for full participation in University programs and activities. We must ensure that these programs and activities are accessible. This means that they are offered, to the greatest extent possible, in the same manner and in the same setting as they are offered to individuals without disabilities.

Our obligations include:

- Scheduling University-related meetings, lectures, seminars, performances, conferences, and events in accessible locations.
- Ensuring that electronic and information technology is fully and equally accessible to, and independently usable by, individuals with disabilities. This means that websites, software, classroom technology, and multimedia are accessible.
- Responding to all accommodation and modification requests directly and in a timely manner.

The University has resources to help us meet these requirements:

- Our Accessibility website includes comprehensive information about accessibility at UM.
- Accessible Technology Services provides training and consulting to help ensure that documents, instructional materials, media, software, hardware, computing systems, and websites meet accessibility requirements. Contact ATS by calling Janet Sedgley, EITA Coordinator, at 243-5452 or emailing eita@umontana.edu.
- UMOnline provides training to all faculty and staff who develop content in Moodle and reviews online courses, documents, and media for accessibility. Contact UMOnline’s Accessibility Specialist, Marlene Zentz, at 243-6434.
- Disability Services for Students coordinates reasonable program modifications for otherwise qualified students with disabilities and acts as an accessibility resource for faculty and staff. The DSS website contains sample syllabi statements, commonly used
modifications, and information about how to create an accessible learning environment. Contact DSS at 243-2243, 203-0591 (videophone), or dss@umontana.edu.

- Human Resource Services assists employees who request reasonable accommodations. Contact HRS at 243-6766.
- The Americans with Disabilities Act Team monitors UM facilities, programs, policies, plans, and activities to ensure that the University meets its responsibilities under the Americans with Disabilities Act, Sections 503 and 504 of the Rehabilitation Act of 1973, and applicable State laws. The ADA Team also functions as an alternative dispute resolution body for issues concerning accessibility. Contact the ADA Team by calling Barb Seekins at 243-6183.

The University has grievance procedures for resolving discrimination on the basis of disability, including failing to provide reasonable accommodations or program modifications for individuals with disabilities. Discrimination grievances may be filed with Jessica Weltman, ADA Coordinator, in the Office of Equal Opportunity and Affirmative Action by calling 243-5710 or writing to eoaa@umontana.edu.

Thank you.

We have sent this message to your umontana e-mail address because you are an employee at the University of Montana. If this is not correct, please do not reply to this message; contact Human Resource Services to update your status. To contact President Engstrom, please write to prestalk@umontana.edu.