

METROPOLITAN STATE UNIVERSITY REGULATIONS



Reasonable Accommodations in Employment

Human Resources Policy #5200

Section 1. GENERAL STATEMENT OF POLICY

It is the policy of the Minnesota State Colleges and Universities (MnSCU), of which Metropolitan State University is a member, to encourage the employment and promotion of any qualified individual, including qualified individuals with disabilities. The university will not discriminate in providing reasonable accommodations to qualified individuals with a disability in regard to job application procedures, hiring, advancement, discharge, employee compensation, job training or other terms, conditions, and privileges of employment. This applies to all current employees, including student employees, employees seeking promotion, and job applicants.

Section 2. PROCEDURES

This policy shall be implemented by University Procedure #520.

Section 3. SCOPE

This policy shall not supersede other federal and state laws, rules, regulations, other MnSCU or University policies and procedures, or bargaining unit agreements and plans.

Section 4. AUTHORITY

This policy is issued pursuant to the authority granted under Minnesota State Colleges and Universities (MnSCU). Board Policy 1A.1, Part 3, Subpart E, MnSCU Policy 1B.1, MnSCU Procedure 1B.0.1, the Americans with Disabilities Act (1990) as amended, Section 363 of the Minnesota Human Rights Act, and Section 504 of the Minnesota Rehabilitation Act.

Section 5. EFFECTIVE DATE

This policy shall become effective upon signature by the president and remains in effect until modified or expressly revoked.

Section 6. RESPONSIBILITY

The responsibility for implementation of this regulation is assigned to the Chief Human Resources Officer of Metropolitan State University.

Section 7. REVIEW

This policy will be reviewed and modified as appropriate.

Section 8. SIGNATURE

Issued on this 18th day of November, 2014

A handwritten signature in black ink that reads "Malhotra". The signature is written in a cursive style with a large, stylized initial "M".

Devinder Malhotra
Interim President