



**THE GEORGE  
WASHINGTON  
UNIVERSITY**  
WASHINGTON, DC

**Responsible University Official:** Vice Provost for Diversity, Equity, and Community Engagement

**Responsible Office:** Human Resource Management and Development and the Office for Diversity, Equity, and Community Engagement

**Last Reviewed Date:** March 28, 2019

## **DISABILITY POLICY**

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### **Policy Statement**

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The George Washington University is committed to providing to qualified individuals with disabilities access to participate in its educational programs and activities, and employment opportunities, on an equal basis. The University shall comply with all applicable laws, regulations, and guidelines with respect to providing reasonable accommodations as necessary to provide equal participation for qualified persons with disabilities.

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### **Reason for Policy**

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The George Washington University is an educational community that values and respects diversity. The University strives to make its educational and employment opportunities accessible to students, faculty, staff and visitors with disabilities, and to continuously improve the accessibility of the campus, programs and activities.

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### **Who is Governed by this Policy**

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Faculty, staff, students, and visitors

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### **Policy**

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The university is committed to the principles of inclusion necessary to create a campus community in which the unique contributions of all its members are valued equally. Pursuant to the Americans with Disabilities Act of 1990, as amended (ADA), Section 504 of the Rehabilitation Act of 1973, as amended, and the laws of the District of Columbia, the university will provide qualified persons with the accommodations deemed reasonable for equal access to educational programs and activities, and employment opportunities, in the most integrated setting feasible.

This policy applies to all aspects of the university's operations, programs, and activities. Failure to reasonably accommodate qualified persons with disabilities is a violation of federal and/or district laws as well as university policy.

## **Prospective & Current Students**

Disability Support Services (DSS) assists students with disabilities as they navigate the university. The DSS website maintains information related to students, academics, and accommodations. Students with a disability in need of accommodations or other services must register with DSS and submit the requisite documentation to establish their eligibility for, and subsequent implementation of, reasonable and appropriate accommodations. For more information, students should contact the Office of Disability Support Services at (202) 994-8250 or [dss@gwu.edu](mailto:dss@gwu.edu).

To request information about the protections against discrimination on the basis of disability, students should contact the Office of Enrollment and the Student Experience at (202) 994-6710 or [students@gwu.edu](mailto:students@gwu.edu).

## **Prospective, Current Employees & Visitors**

Applicants, current employees, and campus visitors who believe they need an accommodation because of a disability are responsible for requesting a reasonable accommodation. The university will provide a qualified individual with a disability a reasonable accommodation in regards to the job application process and in employment, and to participate in university events or programming.

To request information about reasonable accommodations or the protections against discrimination on the basis of disability, employees and other professional members of the university community should contact the Office of Equal Employment/Affirmative Action and Employee Relations at (202) 994-9656 or [eeo@gwu.edu](mailto:eeo@gwu.edu).

## **Protections Against Discrimination and Retaliation**

Protection from discrimination applies to all university applicants and employees: student employees, classified employees, professional faculty, academic employees, and all employment applicants. Retaliation against an individual for reporting discrimination or requesting an accommodation is prohibited. To be a violation of this policy, the retaliatory action must be one that has or could have the effect of deterring a reasonable individual from engaging in a protected activity. Those found in violation of this policy will be subject to disciplinary action.

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## **Definitions**

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**Disability** - Under the ADA, an individual with a disability is defined as a person who has an impairment that substantially limits one or more major life activities, has a history or record of such an impairment, or is perceived by others as having such an impairment. Major life activities, as defined by the ADA, include activities such as caring for oneself, performing manual tasks, walking, seeing, eating, hearing, speaking, breathing, reading, thinking, communicating, learning and working. Temporary impairments, including pregnancy, are not considered disabilities under the ADA in and of themselves. However, complications that limit one or more major life activities resulting from these temporary conditions may constitute coverage under certain circumstances.

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## Related Information

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Students, faculty, staff and visitors to GW may obtain information about access to campus facilities, services and resources by visiting [Accessibility@GW](#).

Inquiries concerning federal and local laws and regulations concerning discrimination on the basis of disability in education and employment programs and activities may be directed to the U.S. Department of Education Office for Civil Rights, the U.S. Equal Employment Opportunity Commission, or the applicable state or local agency (for example, the District of Columbia Office of Human Rights).

[Non-Retaliation Policy](#)

[Web and Digital Content Accessibility Policy](#)

[Americans with Disabilities Act of 1990](#)

[Section 504 of the Rehabilitation Act of 1973](#)

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## Contacts

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Contact	Telephone	Email
Office of Disability Support Services	202-994-8250	<a href="mailto:dss@gwu.edu">dss@gwu.edu</a>
Office of Enrollment and the Student Experience	202-994-6710	<a href="mailto:students@gwu.edu">students@gwu.edu</a>
Office of Equal Employment/Affirmative Action and Employee Relations	202-994-9656	<a href="mailto:eeo@gwu.edu">eeo@gwu.edu</a>

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## Document History

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- **Last Reviewed Date:** March 28, 2019
  - **Policy Origination Date:** May 2006
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## Who Approved This Policy

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Forrest Maltzman, Provost and Executive Vice President for Academic Affairs  
Mark Diaz, Executive Vice President and Chief Financial Officer  
Beth Nolan, Senior Vice President and General Counsel

*Reporting of non-compliance with this policy can be done through the [Office of Ethics, Compliance, and Privacy](#) website.*