

University of Colorado Boulder

ADA Compliance

Statistical Report

Fiscal Year 2023-24

Office of Institutional Equity and Compliance
September 1, 2024

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Overview

The ADA Compliance team within the Office of Institutional Equity and Compliance (OIEC) is responsible for compliance with applicable civil rights laws and university policies related primarily to the Americans with Disabilities Act (ADA). ADA Compliance is charged with ensuring employees with disabilities receive access, support, and, when applicable, reasonable accommodations to ensure equal employment opportunities. ADA Compliance is also charged with ensuring all members of the CU Boulder community and members of the public receive access, support, and, when applicable, reasonable accommodations to ensure full participation in services, programs, and activities available through CU Boulder. Together with CU Boulder's Title IX Coordinator, ADA Compliance is additionally responsible for ensuring pregnancy and lactation accommodations for employees, students, and members of the public.

In response to requests relating to accessibility of employment, facilities, programming, or events at CU Boulder, ADA Compliance engages in a process with individuals to explore possible accommodations or modifications that will enable all employees, students, and visitors to enjoy equal access to the wide variety of opportunities available.

This report presents data on requests, consultations, referrals, and interactive processes navigated by ADA Compliance between July 1, 2023, and June 30, 2024. In total, ADA Compliance opened 868 matters related to access during the 2023-2024 fiscal year including engaging in over 100 interactive processes and approving 250 individually tailored accommodations.

Number and Types of Contacts with ADA Compliance

Types of Contact with ADA Compliance

ADA Compliance opened 868 matters between July 1, 2023 and June 30, 2024.

Table 1. ADA Compliance Matters	# of matters
Accommodations	467
Consultation	146
Communication Assistance	77
Access to Events and Facilities	43
Referrals to Another Office	135
Total number of matters	868

Of these 868 matters, ADA Compliance had contact with 467 individuals relating to accommodations. ADA Compliance proactively provided ASL and/or captioning at 77 meetings, academic and athletic events, and presentations where effective communication would reasonably expect to be needed, and engaged with 43 individuals about accessing facilities, programming, or events open to the public. ADA Compliance consulted on 146 matters with employees, supervisors, and campus partners regarding access and accommodations.

Examples of Contacts with ADA Compliance

Accommodations

- Accommodations following an interactive process with employees who are experiencing workplace limitations.
- Accommodations following a referral from Human Resources related to employees with medical conditions nearing leave exhaustion.

Consultation

- Consultation with supervisors requesting information about how to address performance with an employee with a disability.
- Consultation with event coordinators to ensure equal access.

Communication Assistance

- Proactively providing captioning for high-attendance sporting events, theater productions, campus forums, symposiums, and conferences.
- Providing ASL and captioning for recognition and commencement ceremonies across campus.

Access to Events and Facilities

- Ensuring access for community members planning to attend sporting events, theater productions, campus forums, symposiums, and conferences in advance of their visit to identify parking and accessible routes of travel.
- Ensuring access to youth with disabilities attending summer programming.

Referrals

- Referring employees in need of a leave of absence to Human Resources
- Referring students or parents seeking academic accommodations to Disability Services

Assessing Accommodations

Accommodation Matters Outcomes

ADA Compliance opened 467 matters pertaining to accommodation requests.

Table 2. Accommodation Outcomes		# of accommodations
Approved		250
Cancelled due to non-engagement		108
Needs met by department/supervisor		61
Accommodations declined by the requester		8
Denied		22
Pending		18
Total number of accommodations considered		467

Examples of Accommodations

Approved

- Examples of accommodations granted to employees following the interactive process are described more fully on page 2 and include schedule changes, intermittent or block leave, travel accommodations, modifications to office space, specialized furniture, and use of assistive technology.

Cancelled due to non-engagement

- Occurs in cases where ADA Compliance outreached based on a referral from the department, but employee did not respond to outreach and follow-up communications or indicated that they did not wish to pursue a workplace accommodation.
- Occurs in cases where an employee began engaging with ADA Compliance but then ceased to participate in an interactive process because their needs changed or were met outside of a formal accommodations process.

Needs met by department/supervisor

- May occur in cases where an employee requires specialized equipment (e.g. ergonomic keyboard) but the departmental budget includes this type of equipment to provide to all employees outside the accommodations process.
- May occur where a student or employee requests parking privileges that are already available to them via permit.

Accommodations declined by the requester

- In some cases, an employee declines to accept the specific accommodation granted or the reasonable alternative offered by the ADA team.

Denied

- May occur where the employee's medical documentation does not indicate the presence of an ADA-qualifying disability.
- May occur where the employee is unable to perform the essential functions of their position with the requested accommodation.
- May occur where accessible seating is requested after an event is already sold-out and no seating in any category is available.

Accommodation Types

ADA Compliance provides creative solutions to a wide variety of limitations experienced due to disability. While some requests, like job-protected leave, are frequent, many requests require novel solutions uniquely tailored to the needs of the individual requestor. For reporting purposes we have grouped accommodations into the categories below.

Table 3. Types of Accommodations Approved		# of accommodations
Unpaid Leave		42
Ergonomic, Equipment, and Hardware		31
Academic (Pregnancy)		5
Animal		4
Communication Assistance		83
Parking & Travel Accommodations		7
Modified Schedule, Workspace, or Modality		51
Other		27
Total number of approved accommodations		250

Examples of Accommodations

Unpaid Leave

- May include requests by new employees not yet eligible for FMLA leave who are experiencing symptoms of an ADA-qualifying medical condition that necessitate temporary leave from their position.
- May include requests by employees who have exhausted all forms of leave, but who need a short extension of time to complete medical treatment before returning to their position.

Ergonomic, Equipment, and Hardware

- May include ergonomic equipment for on-campus spaces, N95 masks or other protective equipment, or modified lighting to meet sensory needs of specific users.

Academic

- May include requests by students to attend class remotely to accommodate pregnancy complications and childbirth.

Animal

- May include detailed planning to bring a service animal into a lab or arrangements for when an employee with a service animal is using equipment or hazardous materials.

Communication Assistance

- May include ASL interpretation for departmental meetings, captioning for sporting events, or audio description for theatrical performances.

Parking & Travel Accommodations

- May include upgraded flight tickets due to mobility impairment or other ADA-qualifying conditions that require reclining seats.
- May include arranging for an accessible drop-off location for an event.

Modified Schedule, Workspace or Modality

- May include requests changes to work start or end times in order to alleviate symptoms of an ADA-qualifying disability.
- May include change of residential room due to ADA-qualifying disability.

Other

- May include a wide variety of individually tailored accommodations such as specialized orientation and review of accessible paths of travel for new employees specific to campus work location, or access to a refrigerator for medications or expressed breastmilk while attending campus events.