



ADA Compliance
3100 Marine Street, 2nd Floor
557 UCB
Boulder, CO 80309
(303) 492-9725
(303) 735 – 7519

Notice of Rights and Eligibility for Accommodations under the Americans with Disabilities Act

Dear Employee:

Individuals with personal serious medical conditions who qualify for unpaid leave under the Family and Medical Leave Act (FMLA) may also qualify as an individual with a disability as defined by the Americans with Disabilities Act (ADA). Under the ADA, a disability is defined as a physical or mental impairment which substantially limits one or more major life activities, such as caring for oneself, performing manual tasks, seeing, hearing, eating, sleeping, walking, standing, lifting, bending, speaking, breathing, learning, reading, concentrating, thinking, communicating, or working. Employees with disabilities are eligible to receive reasonable accommodations that would enable him/her to perform the essential functions of their position.

While you are entitled to use your FML leave benefit, the University wants to ensure you are aware that you may also be eligible to receive reasonable accommodations under the ADA. Assessments and determinations for accommodations are considered on a case by case basis and require the submission of medical documentation from your treating provider. Accommodations must be reasonable as they relate to your limitations and the essential functions of your position, which may include, but is not limited to, unpaid leave, alternative or modified work schedule, workplace modifications, and alternative or flexplace work location.

Should you wish to discuss reasonable accommodations prior to, during, or upon your return from FML, you may do so by contacting ADA Compliance within the Office of Institutional Equity and Compliance at adacoordinator@colorado.edu or 303-492-9725. You may also visit <http://www.colorado.edu/institutionalequity/ada> for more information regarding ADA accommodations.

Thank you,

ADA Compliance