

## USM OFFICE POLICY AND PROCEDURE ON DISABILITY ACCESSIBILITY AND REQUESTING A REASONABLE ACCOMMODATION

I.	Pol	icv

**Definitions** 

accommodation

Human ResourcesADA Coordinator

disability

## Effective

	Undue hardship
IV.	Procedurefor USMO Employees to Request an Accommodation
	Initiate:
	Information Exchange:

Substantially limits a major life activity