In this document, “Resident” refers to both specialty Residents and subspecialty Fellows.

Introduction
The Americans with Disabilities Act (ADA) applies to University of Colorado Denver and provides that individuals who are otherwise qualified for jobs or educational programs will not be denied access simply because they have a disability. Its goal is to guarantee that individuals with disabilities are not discriminated against or denied equal access to the same programs, services and facilities available to others. The ADA prohibits employers, including University of Colorado Denver, from discriminating against applicants and workers with disabilities in all aspects of employment. The Act also prohibits the University from discriminating on the basis of disability in access to its programs and services.

Accommodation
The ADA requires that the University of Colorado Denver provide reasonable accommodations to qualified individuals with disabilities who are employees or applicants for employment, and for persons who participate in or apply for participation in the University’s programs and activities. Exceptions to the obligation for providing accommodation may be made if doing so would cause undue financial or administrative burdens, fundamental alteration to a program or activity, or significant risk to health or safety to self and/or others. Additional information regarding the ADA may be obtained online from the ADA Home Page: http://www.ada.gov/.

If you are a member of the faculty or staff (including Residents in the SOM) at the University of Colorado Denver and need to make application for accommodations or need information regarding the ADA, contact the University of Colorado Denver | Anschutz Medical Campus ADA Coordinator at: (303) 315-2700; TTY (303) 556-6204; mailing address P.O. Box 173364, Campus Box 130, Denver, CO 80217-3364; or email to Human.Resources@ucdenver.edu.

Reporting Discrimination, Harassment, or any related Retaliation
Article 10 of the Laws of the University of Colorado Board of Regents prohibits discrimination and harassment on the basis of disability (or on the basis of race, color, national origin, sex, pregnancy, age, disability, creed, religion, sexual orientation, gender identity, gender expression, veteran status, political affiliation, or political philosophy) in admission and access to, and treatment and employment in, University of Colorado educational programs and activities, as well as any retaliation related to a report. To make a report or to obtain additional information, contact the Office of Equity. The Office of Equity can be reached via phone at 1-844-CU Title (288-4853) via email at equity@ucdenver.edu, or by mail correspondence to PO Box 173364, Campus Box 137, Denver, CO 80217-3364. Complaints of discrimination based upon disability will be processed according to the provisions of University of Colorado Denver Nondiscrimination Procedures Guideline for additional information about the Nondiscrimination policy and procedures please visit equity.ucdenver.edu.