

# Americans with Disabilities policy

## Americans With Disabilities Act (ADA) Policy

Murray State University formally declares its commitment to end discrimination against individuals with disabilities and to bring such persons into the economic and social mainstream of American life.

It is against Murray State University policy to discriminate against any individual because of any physical or mental disability. Furthermore, Murray State University expressly prohibits discrimination based on disability in any of the following: upgrading, demotion, transfer, recruitment, advertising, layoff, termination, rates of pay and other forms of compensation, and selection of training including apprenticeship.

The policy of Murray State is to guarantee freedom from discrimination in the operation and administration of its programs, services, and activities; in its relationships with students, faculty, and staff; and in its interactions with the community which it serves.

Murray State University endorses the intent of all federal and state legislation enacted to prohibit discrimination. All actions of Murray State University will be carried out without discriminating on the basis of disability.

In its effort to ensure compliance with the ADA, Murray State University will develop an internal audit system. The system will maintain information on applicants, incumbents, accommodations made, hires, promotions, terminations, training, salary changes, transfers, etc.

The policy of non-discrimination is an on-going commitment. It extends to the provisions of any [reasonable accommodations](#) necessary to enable a person with a disability to perform the essential functions necessary for participation in the activities, programs, or services provided.

Finally, Murray State University has made this institution accessible to mobility impaired individuals. Reasonable accommodations are a part of continuing plans. Murray State University is committed to annually review and update its policies,

procedures, and practices in order to ensure accessibility of its programs, services, and activities to persons with disabilities.

Murray State University will implement its existing [grievance policy](#) as set forth in the Affirmative Action Plan for allegations of violation of the ADA of 1991.

Persons who seek further information concerning the Americans with Disabilities Act should contact the Executive Director of the Office of Institutional Diversity, Equity and Access, 103 Wells Hall, Murray State University, Murray, Kentucky 42071.

Adoption: May 1993

Modified: August 2004

Amended: February 2008

Updated for Office Title Change: July 2013