

Americans with Disabilities Act (ADA) Policy for Employees

LeMoyne College is committed to full compliance with the Americans With Disabilities Act (ADA) and its amendments and Section 504 of the Rehabilitation Act of 1973, which prohibit discrimination against qualified persons with disabilities, as well as other federal and state laws pertaining to individuals with disabilities. The ADA, the Rehabilitation Act, and the New York Human Rights Law protect qualified individuals with disabilities from employment discrimination. Under these laws an individual with a disability is a person who has:

- A physical or mental impairment that substantially limits one or more life activities (e.g., walking, seeing, speaking, hearing, breathing, learning, performing manual tasks, caring for oneself); or
- A physical, mental or medical impairment resulting from anatomical, physiological, genetic or neurological conditions which prevents the exercise of a normal bodily function or is demonstrable by medically accepted clinical or laboratory diagnosis techniques; or
- Has a record of such an impairment; or
- Is regarded as having such an impairment.

The Le Moyne College has a policy of hiring, and advancing qualified individuals with disabilities without discrimination based on their physical or mental disabilities.

Any prospective employee or current employee requiring reasonable accommodations to perform their job duties due to a disability should contact the Director of Human Resources. Contact Information:

- Phone: (315) 445-4155
- Email: lemoynehr@lemoyne.edu
- Office Location: 209 Grewen Hall
Le Moyne College
1419 Salt Springs Road
Syracuse NY 13214

The Office of Human Resources will coordinate with the Director of Academic and Disability Support Services, as well as other departments as necessary in responding to an accommodation request.

Any employee who believes that they have been unfavorably discriminated based on their disability should refer to Le Moyne College's EEO Policy for guidance. All questions regarding these policies should be referred to the Office of Human Resources.

Any prospective or current student with a disability should proceed to the Current Student/ Student with Disabilities/Disability Support Services website for guidance.

Contact information:

- Email: asc@lemoyne.edu
- Disability Support: (315) 445-4118