The University of Massachusetts Lowell (UMass Lowell) is firmly committed, to the extent possible, to providing full access and equal employment and educational opportunities for qualified persons with disabilities. UMass Lowell takes affirmative action to employ and advance qualified individuals with disabilities at all levels. The University further ensures that all personnel actions, including recruitment, hiring, promotion, and training, are administered without regard to disability. UMass Lowell’s contractors are also prohibited from discriminating against individuals on the basis of disability, and are required to take affirmative action to employ and advance in employment qualified individuals with disabilities.

A disabled individual is defined under the law as any person who (1) has a physical or mental impairment or medical condition which substantially limits one or more of such person's major life activities, (2) has a record of such impairment, or (3) is regarded as having such impairment. Under the American with Disabilities Act (ADA) it is also unlawful to discriminate against an individual, whether disabled or not, because of a relationship or association with an individual with a known disability. In both working and learning environments, it is critical that faculty, administrators, and supervisors do not assume that any students, staff, or colleagues are persons with disabilities.

To help UMass Lowell measure the effectiveness of our outreach and hiring of individuals with disabilities, and in compliance with 41 CFR 60-741, we ask employees and applicants for employment to inform us if they have a disability. That information is voluntary, but we hope that employees and applicants will choose to provide it. Employees and applicants will not be asked to specify the nature of the impairment(s) unless they wish to request an accommodation. We are also required to ask our employees to voluntarily update their information every five years.

Such information will not be used against employees or applicants in any way, nor will the decision to not provide such information be so used. Disability or medical information as well as information regarding accommodations will not be used in a manner inconsistent with the regulations and laws below, and will be kept confidential, except as necessary as follows: (1) supervisors and administrators may be informed regarding necessary accommodations, and (2) first aid personnel may be informed, when and to the extent appropriate, if the condition might require emergency treatment.
UMass Lowell employees and students who require a reasonable accommodation or workplace supports or proper placement due to a disability must contact:

University of Massachusetts Lowell
Equal Opportunity & Outreach
Wannalancit, 3rd Floor
600 Suffolk Street, Lowell, MA 01854
978-934-3566

Applicants for employment may also request accommodations during the application and interview processes.

Students who wish to request an accommodation should contact Disability Services, at the Wellness Center on the 3rd floor of University Crossing, Disability@uml.edu, 978-934-4574.

UMass Lowell’s obligations regarding persons with disabilities arise under Sections 503 and 504 of the Rehabilitation Act of 1973 (as amended in 1974), the Americans with Disabilities Act of 1990 (as Amended in 2008), 41 CFR 60-741, and the Massachusetts anti-discrimination law, MGL 151B.

Retaliation on the basis of disability is prohibited. Retaliation is the interference through intimidation, including threats, coercion, or unlawful discrimination, with an individual’s right or privilege secured under the laws above or interfering with an individual’s right to make a complaint, testify, assist, or participate in any manner in an investigation, proceeding or hearing, or to intervene to prevent a violation of this policy. Also prohibited is interference with an individual’s right to request an accommodation.

The Director of Equal Opportunity and Outreach is responsible for implementation of the affirmative action program. UMass Lowell’s Affirmative Action Plan is available for inspection from 9:00 to 4:00 weekdays in Equal Opportunity & Outreach, Wannalancit, 3rd Floor, 600 Suffolk Street, Lowell, MA 01854. Additional information is also available at www.uml.edu/equal/workplace_issues/disability.html.

Approved September 2016

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