

Dear Colleagues,

Welcome to the office of Equal Employment Opportunity/Affirmative Action/University ADA Services (EEO) website. We are here to assist you in making your experience at Western Kentucky University (WKU) accessible. WKU is committed to ensuring equal access in education and employment.

The EEO office works closely with other departments to ensure equal opportunity for people with disabilities in employment, education, and programming. EEO offers equal access through:

- Individualized accommodation for employees with a documented disability;
- Consultations with supervisors to assist in the accommodation process;
- Physical and programmatic access;
- Education and training for all departments and employees on ADA disability issues;
- Review of policies and procedures to ensure non-discrimination practices.

### **Individuals and Conditions Covered**

The ADA covers physical or mental conditions that limit a major life activity (sleeping, concentrating, walking, sitting, eating, learning, etc).

### **Examples:**

- Sue has depression and has had trouble sleeping;
- Lonnie has post-traumatic stress disorder and cannot concentrate;
- Joanie has arthritis and is having difficulty walking and sitting for long periods of time;
- Bill is an applicant with a learning disability and cannot access the online application;
- Joe is a visitor who uses a wheelchair and will need accessible parking and seating for football games.

**(Each of these may qualify for accommodations through EEO.)**