



Policy Statement

The University of Maryland is committed to creating a welcoming and inclusive educational, working, and living environment for people of all abilities. No qualified individual shall be excluded from participating in or benefiting from the services, programs or activities of the University, or be discriminated against, based on their disability. The full Policy and further information is available at ocrsm.umd.edu/disability-accessibility-procedures.

Who does this policy apply to?

This policy applies to all members of the University community: guests, applicants, students, faculty, staff and vendors.

What is a disability?

A disability is a physical or mental impairment that substantially limits one or more of a person’s major life activities.

What are "reasonable accommodations"?

“Reasonable accommodations” are adjustments to the learning or working environment that provide individuals with disabilities an equal opportunity to participate.

ADA/504 Coordinator

The ADA/504 coordinator's office guides the university's efforts to move beyond compliance and toward seamless access. The office addresses accessibility issues and reports of disability-based discrimination on campus.

Emily Singer Lucio

ADA/504 Coordinator

[0124E Lee Building](#)
[College Park, MD 20742](#)
Phone: [301-405-2841](tel:301-405-2841)
Email: adacoordinator@umd.edu
Website: accessibility.umd.edu

How to Request Reasonable Accommodations

The University of Maryland provides reasonable accommodations to qualified individuals on an individualized and flexible basis, and strictly prohibits retaliation against individuals for asserting their rights under this Policy. Discrimination against individuals on the grounds of disability is also prohibited. Below are a number of resources to assist those looking to request accommodations as outlined.

Undergraduate and Graduate Students - *Accessibility and Disability Service (ADS)*

The ADS office works with undergraduate and graduate students to determine reasonable disability accommodations during their tenure at the University of Maryland. Students may begin the process by completing the Registration Application online at ADS to receive disability accommodations.

Phone: [301-314-7682](tel:301-314-7682)
Email: adsfrontdesk@umd.edu
Website: ads.umd.edu

Staff and Faculty - *University Human Resources (UHR)*

Staff and faculty members who are seeking reasonable accommodations in the workplace should submit a Faculty/Staff Accommodation Request Form from University Human Resources. For faculty requests, the UHR may work with The Office of Faculty Affairs (OFA) and the ADA Specialist to process the accommodation requests and determine reasonable accommodations.

UHR Contact Information

Phone: [301-405-0110](tel:301-405-0110)
Email: umdleave@umd.edu
Website: uhr.umd.edu/disability-accommodation

Office of Faculty Affairs (OFA)

Contact Information Phone: [301-405-6803](tel:301-405-6803)
Email: faculty@umd.edu
Website: faculty.umd.edu

Complaint Procedures

Individuals who believe they have been denied reasonable accommodations, discriminated against on the basis of disability, or retaliated against in violation of this Policy, may file a complaint under the UMD Non-Discrimination Policy with the Office of Civil Rights and Sexual Misconduct (OCRSM) within 90 days.

How Do I Report Discrimination?

To report complaints of discrimination and harassment, complete the online form - "Report Discrimination Online" - at ocrsm.umd.edu/file-report or call the OCRSM at [301-405-1142](tel:301-405-1142).

The Office of Civil Rights and Sexual Misconduct (OCRSM)

[3101 Susquehanna Hall, College Park, MD 20742](#)
ttitlexcoordinator@umd.edu | ocrsm.umd.edu | [301-405-1142](tel:301-405-1142)