

## **Accommodations for Persons with Disabilities**

The University provides reasonable accommodation to otherwise qualified employees who are disabled or become disabled and need assistance to perform the essential functions of their positions. The interactive process will be used to determine what, if any, reasonable accommodation will be made. Any employee who believes a workplace accommodation is necessary can begin the interactive process by notifying the Human Resources Department. Both the University and the employee are expected to participate in the interactive process.

The employee is responsible for providing medical documentation to assist in understanding the nature of the employee's functional limitations. The University may require that the employee be examined by a University-appointed licensed healthcare provider. Detroit Mercy will pay the costs of any medical examinations requested or required by the University. All information obtained during this process will be kept confidential.