

A Guide to Disability Accommodation

Who should read this?

Faculty, staff, and students who wish to request disability accommodation at Cornell.

Whom do I contact to start the process for getting disability accommodation?

Students may access Student Disability Services to begin the process; faculty and staff may begin the process with their supervisor or HR representative, or by contacting Medical Leaves Administration.

Do I really need to do all that? I just need to park next to my workplace due to a medical condition.

Faculty, staff and visitors may contact Transportation Services to request accessible transportation options to campus to accommodate temporary or long-term medical conditions. No-charge, short-term accessible parking permits for campus, good for up to two months, can be issued at the direction of a medical professional. Faculty and staff needing longer term accessible parking must first obtain a municipal placard from the town/municipal clerk of their place of residence, or accessibility license plates from the Department of Motor Vehicles. For more information visit transportation.fs.cornell.edu/parking/campusparking/faculty/disabilities.cfm.

What should I do if I just want someone to look at my workplace setup because my back hurts at the end of the day?

The Musculoskeletal Injury Prevention Program (MIPP) is available to assist all Cornell employees. Faculty and staff may request evaluation, training, and design/planning consultation to prevent injury or disability and enhance work comfort and productivity. Typically, services are available at no charge, courtesy of Benefit Services.

MIPP (part of the Medical Leaves Administration team) is also a valuable resource in response to injury or formal disability accommodation. On-site workplace evaluations with occupational therapists and certified ergonomics evaluation professionals help to ensure that employees can remain at work successfully.

Is any medical condition considered a disability? Who decides?

Under the law and Cornell policy, a disability is defined as “a physical or mental impairment that substantially limits one or more major life activities. The impairment must be of permanent or extended (at least three months) duration.”

The process to establish disability accommodation is a confidential, interactive one, with possibly several individuals involved. The employee initiates the request for a disability-related workplace accommodation by contacting his/her supervisor, HR representative, or Medical Leaves Administration.

I can get to work just fine until it snows. What should I do?

Cornell has a voluntary program for faculty and staff with short- or long-term mobility impairments who have difficulty getting to or around their work-site during inclement weather. To see if the program meets your needs, please take the survey at www.cornell.edu/disability/inclement-weather.cfm.

Disability Accommodation Resources

For faculty and staff: Medical Leaves Administration (607) 255-1177, (607) 255-7066 (TTY), benefits@cornell.edu

For students: Student Disability Services (607) 254-4545, sds_cu@cornell.edu, sds.cornell.edu



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