



# Minot State University

## Policy Manual

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### **Americans with Disabilities Act (ADA)**

Source: SBHE 607.4

1. Minot State University complies with all federal and state laws concerning equal employment opportunity and The Americans with Disabilities Act of 1990.
2. The Americans with Disabilities Act (ADA) provides that no qualified individual with a disability be denied access to or participation in services, programs, and activities at Minot State University. The ADA applies to employees, students and the community. Areas covered under the ADA include:
  - a. Recruiting • Firing • Hiring • Training • Promotions • Job assignments • Pay • Benefits • Layoffs • Leave • Other employment related activities
3. The ADA is enforced by the U.S. Equal Employment Opportunity Commission. Title I of the ADA is designed to help people with disabilities access the same employment opportunities and benefits available to people without disabilities. Employers must provide reasonable accommodations to qualified applicants or employees.
  - a. A reasonable accommodation is any modification or adjustment to a job or the work environment that will enable an applicant or employee with a disability to participate in the application process or to perform essential job functions.

### [ADA Resources](#)

Direct inquiries to: HR Director / EEO/AA / Deputy Title IX Coordinator, Administration 2F  
[hr@minotstateu.edu](mailto:hr@minotstateu.edu)

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