

**The Federal Americans with Disabilities Act (ADA)
And
The California Fair Employment and Housing Act (FEHA)**

What it Means for Applicants to Faculty Positions

The Americans with Disabilities Act (ADA) and the California Fair Employment and Housing Act (FEHA) are civil rights laws that are designed to ensure that people with disabilities are able to participate in all areas of public life.

If an applicant to a faculty position has a disability, he or she has the right to any reasonable accommodation that is needed for the person to be considered for employment. Reasonable accommodations may take many forms during the recruitment process, including (but not limited to):

- Providing written materials in accessible formats
- Providing or modifying equipment or devices
- Adjusting or modifying application policies and procedures.
- Ensuring that interviews are held in accessible locations
- Providing sign language interpreters

If there is a question regarding accommodations, the department manager may consult with Kelly Roberts (Disability Management Coordinator) at 459-4602 or roberts@ucsc.edu.