



# University of Colorado

Boulder | Colorado Springs | Denver | Anschutz Medical Campus

## BOARD OF REGENTS

### 10. NONDISCRIMINATION

#### **Policy 10.M: ~~Commitment to Needs of Persons with Disabilities~~ Disability Inclusion and Universal Design**

~~NOW THEREFORE BE IT RESOLVED that the University of Colorado continue to implement programs on each campus that actively engage representatives of the disabled, faculty, students, staff, and administration which address the stereotypes and attitudinal barriers concerning disabilities, and in ADA compliance program planning and implementation processes; and~~

~~BE IT FURTHER RESOLVED that the University continue the timely removal of physical and programmatic barriers through the implementation of its current ADA Transition Plans, consistent with the financial resources allocated for ADA implementation by the State of Colorado, as well as through other programs; and~~

~~BE IT FURTHER RESOLVED that the University of Colorado develop plans for ensuring that the academic needs of the students with disabilities are met, specifically including access to library materials and computer facilities. The goal is to enable students with disabilities to participate fully in the educational experiences available at the University of Colorado while meeting the academic standards maintained by the institution; and~~

~~BE IT FURTHER RESOLVED THAT program enhancements resulting from this resolution be implemented immediately, consistent with available resources, and that the President shall provide to the Board of Regents an annual report that includes both a progress review and identification of the next year's objectives.~~

#### 10.M.1 Policy Statement

The University of Colorado System is committed to fostering an inclusive and accessible educational environment for all students, faculty, staff, and visitors, including persons with disabilities. In alignment with federal and state laws, as well as best practices in reasonable accommodations and universal design, our system aims to ensure that qualified individuals have equal access to academic programs, facilities, and services.

#### 10.M.2 Legal Framework

This policy is guided by the following federal and state laws:

- A. Americans with Disabilities Act (ADA): Prohibits discrimination based on disability and requires reasonable accommodations in all areas of public life, including education.

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B. Section 504 of the Rehabilitation Act of 1973: Ensures that individuals with disabilities have equal access to federally funded programs and activities.

C. Colorado Anti-Discrimination Act: Protects individuals from discrimination based on disability in various sectors, including education.

### 10.M.3 Commitment to Universal Design

Incorporating universal design principles into our educational practices and facilities contributes to creating an inclusive environment. Universal design refers to the design of products and environments to be usable by all people, to the greatest extent possible, without the need for adaptation. This includes:

- Curriculum Development: Faculty will be expected to adopt teaching methods and materials that are flexible and accessible to all learners.
- Physical Spaces: Design or modification of campus facilities, including but not limited to classrooms, libraries, and recreational areas, will support accessibility.
- Technology: Consistent with state technology accessibility standards and university policy, the university will promote digital accessibility in its working and learning environments.

### 10.M.4 Commitment to Accommodations and Modifications

The University of Colorado is committed to ensuring individuals maintain equal access to their education and employment. As a system, we strive to meet and exceed state and federal requirements which ensure equal participation, inclusion, and enjoyment. As part of that commitment, the University will ensure requests for accommodation are easy to make and thoroughly considered in line with the goal of creating equal access for qualified individuals with a disability.

### 10.M.5 Implementation

- A. Accessibility Staffing: Each campus will have staff responsible for facilitating accommodations, training, and promoting awareness of disability issues across campus.
- B. Training and Resources: Each campus will encourage faculty and staff training on disability awareness, inclusive practices, and universal design principles.
- C. Regular Assessment: The university will have procedures to ensure compliance with legal standards and this policy.

### 10.M.6 Conclusion

The University of Colorado System recognizes the value of diversity and is dedicated to removing barriers for persons with disabilities. By adhering to federal and state laws and embracing universal design, the university strives to create an educational community where all individuals can thrive.

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97 ~~Last Amended: November 18, 1993~~

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99 **History:**

100 • Adopted: November 18, 1993, ~~p. 59.~~

101 • Revised: TBD.

102 • Last Reviewed: TBD.

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