



TO: Regents Governance Committee

FROM: Valerie Simons
Judi Díaz Bonacquisti

DATE: October 21, 2024

RE: Proposed Recission of Regent Policy 10.M “Commitment to Needs of Persons with Disabilities”

This item proposes rescinding [Regent Policy 10M](#), a Regent resolution adopted in 1993 requiring compliance with the Americans with Disabilities Act (ADA) of 1990.

Since that time, each campus has created separate offices and maintained staff to ensure compliance with the ADA, in addition to the various civil rights laws impacting accessibility for those with disabilities, including campus Disability Services and ADA Coordinators.

In addition, based on the efforts of multiple systemwide working groups including representation from all four campuses and system (Disability Services, ADA Coordinators, IT, Digital Accessibility Office, Compliance, HR, DEI, Faculty, Equity Offices and University Counsel) Regent Policy 10M has been effectively replaced with the following:

- New [Regent Policy 10A](#) “Diversity, Equity and Inclusion,” which specifically adds “accessibility” to the university’s vision of diverse and inclusive working and learning environments
- New APS 5065 (Nondiscrimination Policy which specifically adds “failure to accommodate” on the basis of disability)(<https://www.cu.edu/ope/aps/5065>)
- New APS 6011 (Digital Accessibility Policy)(<https://www.cu.edu/ope/aps/6011>)
- New employee training on digital accessibility
- New emphasis and communication of university diversity reports <https://www.cu.edu/dei/diversity-reports> (student data) and campus affirmative action plans (employee data, with goals) and DEI leads on campuses integrating disability identity and opportunities for participation
- New emphasis on including metrics and goals in next system strategic plan (in addition to URM and Veterans per Affirmative Action plans)
- Campus and Workplace Culture Survey

Finally, a separate subcommittee met for approximately nine months to review Regent Policy 10M and ultimately recommended recission because of the “replacement” efforts above. The subcommittee made the recommendation to the larger systemwide accessibility committee, which also recommended recission.

Under [Regent Policy 2.N](#), these proposed changes will be discussed by the Governance Committee on October 24, 2024; will be noticed publicly to the full board on November 7, 2024; and will be further discussed by the Governance Committee at its January 23, 2025, meeting. Accordingly, the proposed changes could be considered at the February 6, 2025, Board of Regents meeting.