

Compliance with Federal Rehabilitation Act

Oct. 14, 2014

Dear Colleagues:

The University of Kentucky is committed to the development of a diverse workforce through affirmative measures to promote the employment of women and members of all minority groups. On March 24, 2014, the U.S. Department of Labor Office of Federal Contract Compliance Programs (OFCCP) revised Section 503 of the Rehabilitation Act regulations to update and strengthen federal contractors' affirmative action and nondiscrimination responsibilities for individuals with disabilities.

As part of that revision, OFCCP mandates that all federal contractors, including colleges and universities, begin inquiring whether individual employees have a disability. Federal law defines disability as a physical or mental impairment or medical condition that substantially limits a major life activity, or a history or record of such an impairment or medical condition.

As a federal contractor, UK (like other public colleges and universities) is required by federal law to reach out to, recruit, and provide equal opportunity to qualified people who have disabilities.

**To help us measure our performance, we are asking you to tell us if you have a disability or have previously had a disability by completing the required form through myUK. Completing this form is voluntary and the information you provide will be kept confidential in accordance with federal law and not used against you in any way. Because a person may become disabled at any time, the University is required to ask all of our employees to update their information every five years.**

The University of Kentucky Office of Institutional Equity and Equal Opportunity is charged with reporting data through the Affirmative Action Plan to the Department of Labor Office of Federal Contract Compliance Programs. Employees are urged to visit myUK to fill out the form, which can be found under the Employee Self-Service Tab > Personal Information > Disability Form. To ensure timely and accurate collection of responses, please visit myUK to complete the requested information by **October 31, 2014**. If you have questions, please contact the Office of Institutional Equity and Equal Opportunity at 859-257-8927.

The OFCCP believes there is a substantial disparity in the employment rate of individuals with disabilities despite the technological advancements that have made it possible for people with disabilities to apply for and successfully perform a broad array of jobs.

As such, several factors contributed to the need for new regulations: the existence of outdated perceptions that do not reflect the realities of today's workplace or current disability rights law; persistent unemployment and underutilization of individuals with disabilities; and certain institutional and process barriers.

For additional information on the revised regulation, Section 503 of the Rehabilitation Act please visit: <http://www.dol.gov/ofccp/regs/compliance/section503.htm>.

Thank you for your assistance and cooperation with this important matter. The University of Kentucky aspires to be an inclusive, welcoming place to all people. Efforts such as this one are part of that effort.

Eli Capilouto, President

Terry Allen, Associate Vice President for Institutional Equity