

CONFIDENTIAL
Disclosure Form for Persons with Disabilities

It is not necessary to complete this form if you do not have a disability to disclose.

The University of Kansas is an equal opportunity/affirmative action employer committed to employing and advancing in employment qualified veterans and persons with disabilities. If you have a disability and wish to be included in our affirmative action plan reporting, please complete the information below. (Check all applicable items.)

Your response is **voluntary**, and refusal to provide it will not subject you to adverse treatment. **The information you provide will be kept confidential**, except that 1) supervisors and appropriate administrators may be informed regarding reasonable accommodations or work restrictions; 2) first aid personnel may be informed when, and to the extent appropriate, you have a condition that might require emergency treatment; and 3) certain information may be disclosed if required by a civil rights enforcement agency, regulation or law. The data we obtain will be used only in aggregate form for the annual veterans' employment report and the University's affirmative action plan.

Please see the definitions listed on the back and check all of the statements below which apply to you.

- I am an INDIVIDUAL WITH A DISABILITY
- I am a DISABLED VETERAN
- I am a SPECIAL DISABLED VETERAN (% of Disability Determined by Dept. of Veteran Affairs _____)
- I wish to request reasonable accommodations through Human Resources and Equal Opportunity.

If you have questions, please contact Steve Ramirez, E.O. Specialist/ ADA Coordinator. 785-864-4946; sjr@ku.edu.

Name: (Please Print)
Job Title:
Unit/Department:
Phone:

Please return completed form to: The Department of Human Resources and Equal Opportunity, 1246 Campus Road, Room 101 Carruth O'Leary, Lawrence, KS 66045

Department of Human Resources & Equal Opportunity

Definitions
Disclosure Form for Persons with Disabilities

(As Defined by Federal Regulations)

AN INDIVIDUAL WITH A DISABILITY means any person who:

- A. has a physical or mental impairment which substantially limits one or more of such person's major life activities, such as, reading, walking or speaking
- B. has a record of such impairment; or
- C. is regarded as having such an impairment.

A DISABLED VETERAN means a veteran who is entitled to compensation (or who, but for the receipt of military retired pay, would be entitled to compensation) under laws administered by the Secretary of Veterans Affairs. The term also refers to a person who was discharged or released from active duty because of a service-connected disability.

A SPECIAL DISABLED VETERAN means a veteran who is entitled to disability compensation (or who, but for the receipt of military retired pay, would be entitled to compensation) under laws administered by the Department of Veterans Affairs for disability rated at 30 percent or more, or rated at 10 or 20 percent in the case of a veteran who has been determined by the Department of Veterans Affairs to have a serious employment handicap. The term also refers to a person who was discharged or released from active duty because of a service-connected disability.