

Americans with Disabilities Act and Section 504 Grievance Procedures University of Nebraska

The University of Nebraska Medical Center (UNMC) has adopted an internal grievance procedure to provide for the prompt and equitable resolution of complaints alleging actions prohibited by Section 503 or 504 of the Rehabilitation Act of 1973, as amended (29 U.S.C. § 794), and Section 202 of the Americans with Disabilities Act of 1990 (42 U.S.C. § 12132). Section 202 provides, in part, that no individual with a disability shall, on the basis of disability, be excluded from participation in, denied the benefits of, or subjected to discrimination under the services, programs, or activities of a public entity.

Complaints should be addressed to: Linda Cunningham, Assistant Vice Chancellor and Executive Director of Human Resources, 985470 Nebraska Medical Center, ADC 2043, Omaha, NE 68198-5470, 402-559-7394, who has been designated to investigate complaints under the ADA and the Rehabilitation Act.

1. Timeframe for Filing

Complaints should be filed within thirty (30) calendar days of the date the complainant became aware of the alleged circumstances. Complaints submitted after this period may be reviewed on a case-by-case basis.

2. Investigation

Upon receipt of a complaint, an investigation will be conducted by the ADA/504 Coordinator or designee. The investigation will be informal, thorough, and appropriate to the circumstances. All interested parties and their representatives, if any, will have the opportunity to submit relevant information.

3. Written Determination

Within thirty (30) calendar days of the complaint filing, the ADA/504 Coordinator or designee will issue a written summary outlining the complaint, investigation findings, and any proposed resolution. The summary will be provided to the complainant, the appropriate campus authority, and the Chancellor.

4. Recordkeeping

The ADA/504 Coordinator's Office will maintain all records and files related to complaints and investigations.

5. Request for Reconsideration

A complainant who is dissatisfied with the resolution may request reconsideration within ten (10) working days of the decision by submitting a written request to the Chief Compliance Officer.

6. Purpose and Compliance with Applicable Law

This grievance procedure will be construed to protect the substantive rights of interested persons, meet appropriate due process standards and assure that the University of Nebraska Medical Center complies with Section 504, and the ADA and their implementing regulations.