July 29, 2020

The Americans With Disabilities Act at 30

Dear Colleagues,

Thirty years ago, the landmark Americans With Disabilities Act (ADA) was signed into law to guarantee civil rights protections for millions of people, banning discrimination and requiring reasonable accommodations in many aspects of public life. It not only expanded independence for individuals with a disability but enlarged the civil rights conversations that have followed. As the College’s Section 504/ADA coordinator, I would like to take this moment to share The City University of New York’s current policies as well as reflect on the law as it applies at Baruch.

Understanding the ADA
Under the law, Baruch is required to provide reasonable accommodation for the known disability of a qualified applicant or employee unless the accommodations will pose “undue hardship” upon the College as referenced in the attached policy.

Baruch employees seeking reasonable accommodations must submit their request to the Office of Human Resources. As Section 504/ADA coordinator, I review appeals when the accommodation is denied. For more information, see the attachment above.

A Community of Dedicated Professionals
That’s the letter of the law. Now I would like to address the spirit of the law.

To the College’s dedicated disability services professionals and the faculty, staff, and administrators who support their efforts, on this anniversary I would like to extend my appreciation. I couldn’t agree more with CUNY Chancellor Félix V. Matos Rodríguez, who earlier this week wrote that at CUNY the ADA “has helped to build a culture of inclusion that enriches the experiences of all members of the University community” (his full statement can be read here).

Baruch College remains committed to doing all we can to ensure that no opportunity is denied any member of our community on the basis of a disability.

Sincerely,
Mona Jha, Esq.
Chief Diversity Officer, Title IX Coordinator, and Section 504/ADA Coordinator