

# Have you needed help at work but hesitated to ask?

## ADA & Accessibility Services is here to support you.

While disclosing a disability is a personal choice, you may be entitled to reasonable accommodations under the Americans with Disabilities Act (ADA), as amended; the Rehabilitation Act, as amended; and other state and local laws that apply to individuals with disabilities. We encourage you to request help from our team if you need it.



## Resources

### ADA & Accessibility Services

[oea.vt.edu/ada](http://oea.vt.edu/ada)

### Accessible Technologies

[assist.vt.edu](http://assist.vt.edu)

### Report a Physical or Digital Barrier

[vt.edu/accessibility/barrier](http://vt.edu/accessibility/barrier)

### Services for Students with Disabilities

[ssd.vt.edu](http://ssd.vt.edu)


# ADA & Accessibility Services




Virginia Tech is committed to equal employment and education opportunity for individuals with disabilities.

### Office for Equity & Accessibility

220 Gilbert Street  
Suite 5200 (0150)  
Blacksburg, VA 24061

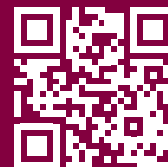
 540-231-1048

 540-231-2990

 [adaaccess@vt.edu](mailto:adaaccess@vt.edu)

 [oea.vt.edu/ada](http://oea.vt.edu/ada)

- ▶ Addressing physical and digital barriers
- ▶ Authorizing accommodations
- ▶ Hosting events and training



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## What is ADA & Accessibility Services?

As a unit within Virginia Tech's Office for Equity and Accessibility, ADA & Accessibility Services authorizes reasonable accommodations per [University Policy 4075](#) for qualified employees with disabilities.

Our team is comprised of a director, accommodations specialists, a case manager, a campus ADA accessibility architect, and a digital accessibility officer. We provide oversight of the interactive accommodation process for employees and physical, digital, and programmatic accessibility for employees, students, and visitors. We also work with university partners to address physical and digital barriers that are reported to our team.



## You have the right to request reasonable accommodations.



### What are reasonable accommodations?

A reasonable accommodation is a change in the work environment that helps a qualified employee with a disability perform their essential job functions. Some examples may include modifications to work schedules or duties, acquisition of new equipment or assistive technologies, and the provision of qualified readers and interpreters.

**The ADA provides protection from discrimination** for qualified individuals on the basis of disability, both visible and invisible. It extends civil rights protection for people with disabilities in employment within the public and private sectors, transportation, public accommodations, services provided by state and local government, telecommunications services, and digital media.

### How can I request an accommodation?

Employees should contact ADA & Accessibility Services and complete an [accommodation request packet](#), which includes a brief medical documentation form. Reasonable accommodations are determined by individual assessments and authorized on a case-by-case basis.

Students who wish to request accommodations should contact [Services for Students with Disabilities](#).

**Learn more**  
[oea.vt.edu/ada](http://oea.vt.edu/ada)



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