



UNIVERSITY-WIDE COMPLIANCE PROGRAM

Americans with Disabilities Act

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ADA Guidance for University Events

Purpose

Western Kentucky University (WKU) sponsors events open to persons within and outside the University community. With certain exceptions, under the Americans with Disabilities Act of 1990, as amended (ADA) and the ADA Amendments Act of 2008 (ADAAA), WKU has an obligation to make reasonable accommodations for persons with disabilities, including members of the public, which will enable those persons to participate in sponsored events.

The following information provides guidance for event sponsors in fulfilling their responsibility to provide accommodations as required by the ADA. This statement does not expand WKU's obligation beyond the standards required by law.

Definition

Events are programs and activities sponsored by WKU open to persons, including the public, with or without a fee. Examples include, but are not limited to, workshops, conferences, continuing education, tours, career fairs, commencement, and campus visits. An event sponsor is the individual(s) representing a University office, department, or organization who hosts and coordinates a specific event, program, or activity.

Accommodations are adjustments and modifications that enable a person with a disability to participate in an event. The University reserves the right to decide the type of accommodation(s) provided, as long as it addresses the need(s) of an individual. Accommodations through auxiliary aids, and services such as Braille materials, sign language interpreters, and adaptive technology, are considered reasonable for certain disabilities, provided the disabled person gives WKU sufficient notice to obtain the needed accommodation(s). Provision of personal devices such as hearing aids, crutches, and wheelchairs is not required.

Planning

Advance planning provides opportunities to anticipate potential issues, identify alternatives, and facilitate a response to accommodation requests. When planning, event sponsors should consider the following (not all inclusive):

- Assess the nature of the event site.
 - Verify that facilities where event activities will take place are physically accessible;
 - Check exterior and interior building access (e.g., ramps, entrances, wheelchair seating, functional elevators, accessible restrooms, Braille signage);
 - Consider the impact of construction projects and potential blockages of sidewalks, ramps, and accessible parking;
 - Consider transportation issues for events that span different locations;

- Verify availability and timeframes to acquire special services such as adaptive technology, sign language interpreters, or personnel with other specialized expertise;
- Request notification of special needs in the event’s promotional materials to project a welcoming environment and provide a timely accommodation response. See the sample message below:

Western Kentucky University welcomes you to (event). If you require an accommodation under the Americans with Disabilities Act of 1990, as amended (ADA) and the ADA Amendments Act of 2008 (ADAAA), please contact the office of Equal Employment Opportunity/Affirmative Action/University ADA Services if faculty or staff, or the office of Student Accessibility Resource Center if a student, to communicate your needs. Early notification is encouraged, and a request (timeframe sponsor deems reasonable) before the event you plan to attend will facilitate the provision of a reasonable accommodation.

- Communicate special needs to service providers who are impacted by the accommodation request. For example, if a sponsor arranges for overnight stays in University residence halls, the sponsor is to communicate special needs to Housing and Residence Life. Also, dietary restrictions may need to be coordinated with Food Services. Communication may involve follow-up if the sponsor receives a complaint regarding the accommodation.
- Incorporate safety awareness in planning as hazards can arise from inadequate seating, blocked aisles, and room egress, for example.
- Funding for accommodations can be obtained through event fees or other funding sources deemed appropriate by the sponsoring college’s or unit’s oversight office. Contingency items may be built into the event budget. Costs may also be allocated among units that jointly sponsor or benefit from the event.

Information

- Interpreting ADA requirements can be complex, and requires consideration on a case-by-case basis. When questions arise, event sponsors should contact the following office for assistance and additional information:
 - The ADA Coordinator can be contacted for compliance questions and assistance in locating information via email at joshua.hayes@wku.edu or by phone at (270) 745-5121. Below, please find the website: <https://www.wku.edu/eoo>
 - The office of Equal Employment Opportunity/Affirmative Action/University ADA Services provides services for sponsored events. Event sponsors can obtain information about Braille printing, sign language interpreters, adaptive technology, and other areas of expertise by contacting the ADA Coordinator via email at joshua.hayes@wku.edu or by phone at (270) 745-5121. Below, please find the website: <https://www.wku.edu/eoo>
 - The Department of Parking and Transportation provides parking and paratransit for persons with disabilities. You may contact them by phone at (270) 745-2361. Below, please find the website: <https://www.wku.edu/transportation/>

Event Sponsors

The following University offices offer event coordination services and can provide assistance:

Athletics
(270) 745-5276
<http://www.wkusports.com/>

Campus and Community Events
(270) 745-2497
<http://www.wku.edu/events/>

Continuing Education
(270) 745-3325
https://www.wku.edu/scahec/continuing_education_information_page.php

Carroll Knicely Conference Center
(270) 745-1908
<http://www.wku.edu/knicelycenter/>

Division of Extended Learning and Outreach
(270) 745-1900
<http://www.wku.edu/delo/>

Potter College of Arts & Letters Theatre and Dance Department
(270) 745-5845
<http://www.wku.edu/pcal/index.php?page=theatre-and-dance>

Report an ADA Issue

If you are experiencing difficulty accessing a Western Kentucky University (WKU) campus location due to a disability, please identify the specific campus location and the access issue.

If you have questions or concerns regarding an ADA issue, please fill out the information below, click "Submit Issue", and you will receive a response.

Personal information revealed in an effort to receive a reasonable accommodation under the Americans with Disabilities Act, will be treated in a confidential manner to the extent permitted by law.

Note: All fields are required.

First Name:

Last Name:

E-mail Address:

Re-enter E-mail Address:

Comments:

Comments required.

Submit Issue

ADA Compliance Contacts

ADA ADVISORY COMMITTEE

Western Kentucky University (WKU) has an [ADA Advisory Committee](#) (formerly ADA Policy Advisory Committee) that meets periodically to discuss ADA issues and ways to enhance ADA communication and responses. If you would like the Committee to consider a specific ADA topic, please email your request to joshua.hayes@wku.edu or by phone at (270) 745-5121.

ADA CONTACT PERSONS

Mr. Joshua Hayes is the ADA Coordinator for Western Kentucky University. You may contact him at (270) 745-5121 or via email at joshua.hayes@wku.edu. You may also use the link to [Report an ADA Issue](#).

If you need information regarding ADA support for specific services, please contact the persons listed below. Personal information exchanged in an effort to receive reasonable accommodations under the Americans with Disabilities Act of 1990, as amended (ADA) and the ADA Amendments Act of 2008 (ADAAA) will be treated in a confidential manner.

Employment/Academic Issues

Students	Student Accessibility Resource Center Mr. Matt Davis: (270) 745-5004/TTY 711 matt.davis@wku.edu
Faculty	Office of Equal Employment Opportunity/Affirmative Action/University ADA Services Mr. Joshua Hayes: (270) 745-5121/TTY 711 joshua.hayes@wku.edu
Staff	Office of Equal Employment Opportunity/Affirmative Action/University ADA Services Mr. Joshua Hayes: (270) 745-5121/TTY 711 joshua.hayes@wku.edu
Visitors	Office of Equal Employment Opportunity/Affirmative Action/University ADA Services Mr. Joshua Hayes: (270) 745-5121/TTY 711 joshua.hayes@wku.edu

Transportation Services

All Questions	Department of Parking and Transportation Dr. Jennifer Tougas: (270) 745-8746 jennifer.tougas@wku.edu
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Building Access

All Questions

Department of Facilities Management

Mr. Kyle Davenport: (270) 745-5820

kyle.davenport@wku.edu**Telecommunications**

All Questions

Information Technology Division

Mr. Jeppie Sumpter: (270) 745-6370

jeppie.sumpter@wku.edu**Athletics**

All Questions

Department of Athletics

Ms. Gina Knutson: (270) 745-5276

gina.knutson@wku.edu**Special Events**

All Questions

Campus and Community Events

Mr. Jeff Younglove: (270) 745-2497

jeff.younglove@wku.edu

ADA Quick Reference

This ADA Quick Reference section is designed to assist in the analysis of requests for reasonable accommodation under the ADA. The guide is not intended to be a substitute for assistance from offices such as the SARC or EEO. Please consult these individual offices for assistance in complying with the ADA.

[Click here to view the WKU Regulation on the ADA](#)

STEP 1

- 1) Does the individual claim a current disability?
 - a. Does the individual have an impairment?
 - b. Is a major life activity affected by the impairment?
 - c. Does the impairment substantially limit the major life activity?
- 2) Does the individual claim a "record of" a disability?
 - a. Does the individual have a record of an impairment?
 - b. Was a major life activity affected by the impairment?
 - c. Did the impairment substantially limit the major life activity?
- 3) Does the individual claim they are "regarded as" having a disability?
 - a. Does individual claim they are "regarded as" having an impairment?
 - b. Does the individual claim they are "regarded as" affected in a major life activity because of the impairment?
 - c. Does the individual claim they are "regarded as" substantially limited in the major life activity?

STEP 2

- 1) Does the individual have the required skill, education, and experience for the job, and do they meet other job-related requirements?
- 2) What are the "functions" of the job (as distinguished from the ways of performing those functions)?
- 3) What are the "essential" functions of the job?
 - a. Review job description
- 4) What are the "marginal" functions of the job?
 - a. Review job description
- 5) Can the individual perform the essential functions of the position with or without a reasonable accommodation?

- 6) Does the individual claim they are being denied the position because of a qualification standard that screens them out because of disability?

STEP 3

- 1) Does the individual claim they need reasonable accommodation?
- 2) Do they have a current disability?
- 3) Have they requested reasonable accommodation (i.e., have they asked for a modification or change because of a medical condition)?
- 4) In which aspect of employment is reasonable accommodation needed?
- 5) What accommodation (if anything specific) was requested?
- 6) Is the reasonable accommodation needed because of disability?
- 7) Did you engage an "interactive process" to identify an effective accommodation?
- 8) Has an accommodation been provided?
- 9) Do you consider providing reasonable accommodation would impose an undue hardship?

STEP 4

- 1) Does the individual pose a direct threat (i.e., individual being screened out for safety reasons)?
- 2) Can the risk or harm be reduced by providing reasonable accommodation?
- 3) Did you engage an "interactive process" to identify an effective accommodation?
- 4) Do you consider providing a reasonable accommodation will impose an undue hardship?

ADA Links

ADA RESOURCES

Western Kentucky University is not responsible for the creation or maintenance of these Websites, and does not vouch for the accuracy, completeness, or currentness of any of the materials included on them.

- [Searchable Online Accommodation Resource](#)
- [Job Accommodation Network \(JAN\)](#)
- [Enforcement Guidance: Reasonable Accommodation and Undue Hardship Under the Americans with Disabilities Act](#)
- [Americans with Disabilities Act of 1990, as amended \(ADA\) and the ADA Amendments Act of 2008 \(ADAAA\)](#)
- [Frequently Asked Questions about Kentucky Parking Laws](#)
- [EEOC's "Your Responsibilities as an Employer"](#)
- [Kentucky Office of Vocational Rehabilitation](#)
- [Relay Kentucky: TTY 711](#)
- [Technical Assistance Materials, DOJ](#)
- [Form to Receive Plates and/or Placecards](#)

WESTERN KENTUCKY UNIVERSITY LINKS

- [Parking and Transportation Services](#)
- [Department of Human Resources](#)
- [Student Accessibility Resource Center](#)
- [Equal Employment Opportunity/Affirmative Action/University ADA Services](#)
- [Facilities Management](#)
- [Student Support Services](#)
- [Student Activities and University Centers](#)
- Special Events Facilities
 - Athletics
(270) 745-5276
<http://www.wkusports.com/>
 - Campus and Community Events
(270) 745-2497
<http://www.wku.edu/events/>

- Continuing Education
(270) 745-3325
https://www.wku.edu/scahec/continuing_education_information_page.php
- Carroll Knicely Conference Center
(270) 745-1908
<http://www.wku.edu/knicelycenter/>
- Division of Extended Learning and Outreach
(270) 745-1900
<http://www.wku.edu/delo/>
- Potter College of Arts & Letters Theatre and Dance Department
(270) 745-5845
<http://www.wku.edu/pcal/index.php?page=theatre-and-dance>