

# Disability Management During COVID-19

The Disability Management Office is designed to act as a resource for UCR departments with respect to the administration of Federal and State disability laws and University of California policies relating to employees with disabilities. The program provides educational and early intervention services to prevent or minimize the effects of disability in the work place. The Interactive Process is a cooperative dialogue with the employee, management, and other Human Resource units regarding workplace disability issues. Our objectives include assisting individuals with disabilities and their departments to explore Reasonable Accommodation, facilitate Return to Work and management of associated disability issues.

*Should you have a need for a reasonable accommodation we are here to help you.*



- > Interactive Process/Reasonable Accommodation
- > Disability Management Educational Services
- > Transitional Return to Work



## Interactive Process/Reasonable Accommodation and COVID-19

In accordance with UC Policy PPSM 81 the Interactive Process is an ongoing dialogue between the employee and appropriate representatives of the university about possible options for reasonably accommodating.

## Reasonable Accommodation

A reasonable accommodation is a change to a job, department's policy, or to the work environment that enables the individual with a disability to perform the essential functions of the job.

Reasonable accommodations can include (but are not limited to):

- Modified face masks
- Medical exemption for Flu vaccinations
- Leaves of absences
- Altering when, how or where the essential job function is performed (e.g., teleworking, increasing distance or erecting a barrier)
- Job restructuring - reallocating or redistributing marginal job functions.

If you need additional information or have questions, visit the Disability Management webpage at:

<https://hr.ucr.edu/about-us/workplace-health-wellness/disability-management>

Or contact Disability Management via email to:

[disabilitymanagement@ucr.edu](mailto:disabilitymanagement@ucr.edu).