UNIVERSITY WORK ACCOMMODATIONS

Types of reasonable accommodations include:

- Job restructuring (e.g., transfer of non-essential job functions to another employee)
- Ergonomic adjustments
- Modification of work tools or equipment
- Assistive devices
- Modification of existing facilities
- Time off for medical visits
- Modified work schedule
- Leaves of absence for treatment and/or recovery

Get the process started by communicating with your employer, which allows the university to engage both parties in what is called the “Interactive Process.”

You can find out more under the:

- University of California Personnel Policies for Staff Members 81 (PPSM 81) - link to PDF download
- Existing labor contracts
- Section 503 and 508, 1973 Rehabilitation Act
- Americans with Disabilities Act (ADA) as amended in 2008
- California Fair Employment and Housing Act

GUIDE TO RESOURCES FOR EMPLOYEES

BUILDING ACCOMMODATIONS

Service Animals

Service animals are often times important part of an individual’s ability to perform job functions. Policies and procedures for Service Animals and Emotional Support Animals differ. More information regarding animals as accommodations is available on the DAC website.

Emergency Evacuation Plan

The Office of Emergency Management (OEM) is the campus office responsible for maintaining campus-wide emergency plans and coordinating the campus response in case of an emergency.

DAC is able to consult with employees on Emergency Evacuation Planning.

Find out more information on the DAC website.

GETTING AROUND CAMPUS

The Loop is a golf cart that provides intra-campus transportations in golf carts (or similar) for eligible students, staff, and faculty with disabilities on a first-come, first-served basis. This service was created to assist persons with mobility disabilities (including temporary disability as a result of injury) and visual impairments.

DAC has additional information regarding accessible transportation, including campus parking, obtaining a disability placard/license, and maps of parking lots.

Bear Transit is UC Berkeley’s shuttle system, and provides transportation between campus and Downtown Berkeley BART, parking lots, Clark Kerr campus and other residence halls.

Staying Safe

Stay safe with Cal’s free night safety services, including BearWalk, night shuttle buses, and door-to-door service.
PROGRAMS ON CAMPUS

Disability Access Compliance (DAC)

DAC aims to support a university environment accessible to all people, regardless of their relative level of ability. DAC offers some services and resources and oversees all elements of University activities. You can submit a report of discrimination on the basis of disability to DAC.

Staff Ombuds Office

The Staff Ombuds Office provides a confidential, safe place to discuss work-related concerns and to strategize options to effectively resolve them.

Additional resources

Job Accommodation Network (JAN) is the leading source of free, expert, and confidential guidance on workplace accommodations and disability employment issues. JAN helps people with disabilities enhance their employability, and shows employers how to capitalize on the value and talent that people with disabilities add to the workplace. Have a question about JAN? Review JAN’s Frequently Asked Questions.

The Ed Roberts Campus (ERC) is a national and international model dedicated to disability rights and universal access. Located at the Ashby BART station in South Berkeley. The ERC houses the offices of the collaborating organizations as well as fully accessible meeting rooms, a computer/media resource center, a fitness center, a cafe, and a child development center.

See the DAC website for additional resources: https://dac.berkeley.edu/resources/community-resources

UNIVERSITY HEALTH SERVICES (UHS)

Medical Care

Medical care is conveniently located across the street from campus at the Tang Center. Transportation and additional resources provided on the UHS website.

Disability Management

Disability Management works to mitigate workplace disability issues for faculty and staff, including graduate students who are also University employees.

Book an appointment with their office under the Be Well At Work program for a consultation on what accommodations may work best for you as an employee.

BOOK AN APPOINTMENT UNDER THE BE WELL AT WORK PROGRAM

Disability Management

Staff Alliance for Disability Access

The Staff Alliance for Disability Access (SADA) is a collaborative and supportive campus staff organization that addresses the needs of UC Berkeley staff members with disabilities.
GETTING AROUND THE EAST BAY

AC Transit is the public bus system that runs throughout the East Bay. Buses are equipped with a lift for wheelchair users. AC Transit also operates “Transbay” routes to San Francisco and selected areas in San Mateo and Santa Clara counties.

BART (Bay Area Rapid Transit) is a reliable public subway system that also runs throughout the East Bay. Accessibility features include:
- Accessible elevator service at stations.
- BART stations are wheelchair accessible and BART cars accommodate wheelchair users.
- Textured rubber tiles along the length of BART train platforms mark the platform edge, detected with a cane or foot.
- An extra row marks the location of the car doors on the middle cars of the train.
- Train Operators announce the name of the next station and instructions for transfers.

You can also catch BART directly to San Francisco and Oakland International airports. Use BART’s Trip Planner to plan your next trip! Look for alerts and advisories, including elevator issues, on their website.

East Bay Paratransit is an alternative public transit service. Paratransit provides door-to-door service in vans equipped with a wheelchair lift. It was established by AC Transit and BART to meet requirements of the Americans with Disabilities Act (ADA).

Use a Clipper Card to pay for transportation fare. You can load your card at BART stations or online. Riders under age 65 with disabilities can apply for a Regional Transportation Connection (RTC) Clipper card. It automatically calculates discounts and works like any other Clipper card.

THE CITY OF BERKELEY AND SURROUNDING COMMUNITIES

Through the Looking Glass (TLG) provides training and services for families in which a child, parent or grandparent has a disability or medical issue.

Bay Area Outreach and Recreation Program (BORP) provides accessible sports and recreation for children and adults in the greater San Francisco Bay Area.

Center for Accessible Technology (CforAT) supports people with disabilities benefit from computer-based assistive technology in order to achieve greater independence, gain access to employment and significantly enhance the quality of their life.

The California Department of Rehabilitation (DOR) works in partnership with consumers to provide vocational rehabilitation services designed to help job seekers with disabilities obtain competitive employment in integrated work settings.

The Deaf Counseling Advocacy & Referral Agency (DCARA) provides communication access assistance, independent living skills, and employment services for individuals who are Deaf or Hard of Hearing.

The East Bay Center for the Blind offers services and social activities to a diverse group of people who are blind or low vision, many of whom are not assisted by other agencies.

AXIS Dance Company collaborates with disabled and non-disabled artists, and challenges perceptions of dance and disability. Founded in 1987, Axis has paved the way for a powerful contemporary dance form - physically integrated dance. Axis tours around the world and offers dance classes to the public.

Led by disabled people of color, Sins Invalid is a disability justice based performance project that incubates and celebrates artists with disabilities, centralizing artists of color and LGBTQ / gender-variant artists as communities who have been historically marginalized. Email: info@sinsinvalid.org

Bay Area Disabled Dance Collective (BADD) is an all-disabled multicultural collective of queer and trans dancers, and aims to support disabled dance through education, performance, and activism. BADD often partners with UC Berkeley’s Dance Studies Working Group (DSWG).

OTHER RESOURCES

Social Security Administration
2045 Allston Way
Berkeley, California 94704
1-800-772-1213 or TTY: 1-800-325-0778

Apply for public benefits (CalFresh and Medi-Cal)