

## **S.R. 6 (2024)**

Resolution To Create Dedicated Position To Assist Disabled Staff and Faculty

Authored by Alexandria Pritchard, At-Large Senator- Greek Life Relations

Co-Authored by Annabelle Horan, Junior Senator

Co-Authored by Katie Duffy, Senior Senator

Endorsed by Evan Fine, Student Senate Chair

Endorsed by Maria Gabriela Estrada, Sophomore Senator

### ADDRESSED TO:

Ed Ryan, Acting Provost and Vice Provost for Planning Institutional Effectiveness

Dave Machad, Senior Director for Facilities Operations

Eddie Grace, Director of Housing, Building Operations, and Facilities

Agustin Ruiz, Senior Director of Human Resources and Operations

Shá Duncan Smith, Vice President for Inclusive Excellence

Jeanne Rosenberger, Vice Provost of Student Life & Dean of Students



**Resolution To Create Dedicated Position To Assist Disabled Staff and Faculty**  
April 11, 2024

*The Student Senate,*

**RECOGNIZING** that providing support for disabled individuals is an ethical and legal obligation under California state and national law. Santa Clara University promotes on its website that they ensure “all students have equal access to academic and university programs”. Ensuring equal opportunities for all students **along with** faculty and staff promotes equal opportunity, inclusivity, and equity.

**FURTHER RECOGNIZING** that ensuring a work environment is inclusive and accessible to all, Boston University has a Faculty and Staff Assistance Office to meet the wide range of diverse needs. University of California, Berkeley, outlines guaranteed accommodations for disabled academic appointees, one of their nine promises to faculty being “providing classrooms with appropriate accessibility and instructional facilities.”

**BEARING IN MIND** that 1 in 4 adults in the United States have disabilities, providing necessary resources and support to faculty and staff who are disabled is a necessity.

**ACKNOWLEDGING** that while there are resources for students with disabilities, such as the Office for Accessible Education, there is no dedicated office or role to assist faculty or staff with disabilities. Faculty and staff have consistent issues with appropriate classroom and office accommodations, parking challenges, and securing technological support to meet specific computerized needs. There is also a need for support for people experiencing temporary disabilities, such as surgeries that affect a person's abilities in the interim.

**FURTHER ACKNOWLEDGING** that the Human Resources and Operations Department, the Office of the Registrar, Office for Accessible Education, and Office of Student Life have attempted to support disabled faculty and staff, however, they are already overworked and do not always understand what is the best solution when confronting these ongoing issues. While a position such as we are proposing has been discussed for several years, no direct action has been taken to move forward with hiring.

**BE IT RESOLVED**, we ask that the University create a dedicated position to support and be a voice for disabled faculty and staff, preferably within the Office of Accessible Education or the Division of Inclusive Excellence. We ask that the person considered for this position understands the complex and diverse needs of disabled peoples and carries themselves with compassion and care.

*So signed by the following individuals, representative of the collective approval of the Associated Student Government of Santa Clara University.*



**Alexa Pritchard**  
Senator for Greek Life Relations  
Document Author



**Annabelle Horan**  
Junior Senator  
Document Co-Author



**Katie Duffy**  
Senior Senator  
Document Co-Author