1.0 PURPOSE

1.1 The definitions in this Appendix define the words used in the Disability Accommodation in the Workplace Policy (GP-40) and in the Disability Accommodation in the Workplace Procedures.

2.0 DEFINITIONS

2.1 Application for Accommodation means notice in writing from an employee in which the applicant advises the University of the existence of a disability and provides supporting written documentation from a duly qualified medical specialist. The University shall determine the adequacy of the medical documentation to support a claim for accommodation and may request additional information.

2.2 Constituency Organization means administrative and Professional Staff Association, CUPE 3338, Poly Party, SFU Faculty Association, Teaching Support Staff Union.

2.3 Disability means a permanent or temporary physical, psychiatric or neurological impairment, whether congenital or resulting from injury or illness, which causes the individual to experience restrictions or limitations on their ability to perform life activities.

2.4 Employee means a full- or part-time member of the faculty or staff of the University.

2.5 Medical Specialist means physicians who have completed advanced education and clinical training in specific specialties, such as (but not limited to) a psychiatrist, cardiologist, allergist,
endocrinologist, gastroenterologist and/or neurologist. Medical documentation from individuals who are not physicians will not be accepted.

2.6 **Reasonable Accommodation** means the modification or extension of University resources to mitigate the effects of the disability.