Effective Date: **July 1, 2026**

POLICY

EMPLOYMENT

Employee Handbook – Section 104 Reasonable Accommodations

RESPONSIBLE OFFICE

Human Resources

104 Reasonable Accommodations

In accordance with the Americans with Disabilities Act Amendments Act of 2008 and the Pregnant Workers Fairness Act of 2017, and other applicable laws and regulations, Boston University provides reasonable accommodations to qualified individuals with disabilities and those who are pregnant or have a pregnancy-related condition who require accommodations to safely and effectively perform the essential functions of their positions, or to participate in the employment application process. The University's policy and process for providing reasonable accommodations, including the Policy on Reasonable Accommodations for Employees or Applicants for Employment and the Interim Equal Opportunity and Title IX Policy & Procedures, is administered by the University's Equal Opportunity Office.

END OF POLICY TEXT

Additional Resources Regarding This Policy

Related Policies and Procedures

- Employee Handbook Policies Manual (staff)
- Faculty Handbook (faculty)
- Policy on Reasonable Accommodations for Employees or Applicants for Employment
- Interim Equal Opportunity and Title IX Policy & Procedures

Related BU Websites

- Human Resources
- Equal Opportunity Office

THIS POLICY IS PART OF THE EMPLOYEE HANDBOOK AND POLICIES MANUAL , AND SHOULD BE READ IN CONJUNCTION WITH ALL OF THE POLICIES THAT COMPRISE THE HANDBOOK. THE PROVISIONS OF THE EMPLOYEE HANDBOOK DO NOT CONSTITUTE AN EMPLOYMENT CONTRACT AND DO NOT ALTER THE AT-WILL STATUS OF AN EMPLOYEE.

Categories: Employee Handbook and Policies Manual, Employment, Non-Represented Staff