ARTICLE 31
REHABILITATION

When appropriate, the University will provide reasonable accommodation to non-probationary employees who become disabled when such disabilities substantially limit the essential function of their position. This assistance shall include information about vocational rehabilitation services, reasonable accommodation, and special selection procedures.

After receipt of medical documentation required by the University to assess the nature of any required accommodation to a disability, the University will engage in the interactive process with the employee to determine if a reasonable accommodation is feasible.