

Disability Separation

Employees – Exempt Employee Code

CWU Policy 305-16

Effective: September 5, 2012

Policy Review Date: YEAR

Policy Executive: Senior Vice President – Finance and Administration

Responsible Office/Unit: Human Resources

Policy Statement:

Applicability:

Content:

Policy

- (1) An exempt employee who becomes permanently unable to perform the essential functions of the assigned position due to a disability may be separated from employment after the university has made a good faith effort to provide for reasonable accommodation in accordance with existing state and federal law. This determination shall be made after an appropriate review of the circumstances in accordance with CWU 403-01 (Nondiscrimination Policies and Programs). The notice requirements contained in CWU 305-15 through CWU 305-22 (Separation from Employment) shall not apply.

History:

EEAGB: 4/7/08; BOT: 6/6/08; BOT: 2/09; BOT: 6/09; Responsibility: CFO/BFA; Authority: President's Office; Reviewed/Endorsed Cabinet/PAC; Review/Effective Date: 9-5-12; Approved by: James L. Gaudino, President Reformatted and Assigned new Policy Number - Previous Policy CWUP 6-40-020, June 2025