

EQUAL EMPLOYMENT OPPORTUNITY PLAN FOR INDIVIDUALS WITH DISABILITIES



UNIVERSITY OF
MARYLAND

July 1, 2025, through June 30, 2026

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Preface

University of Maryland, College Park (also referred to as the University), is committed to the concept and practice of equal opportunity. In preparing this Equal Employment Opportunity (EEO) program, we have been guided by Section 503 of the Rehabilitation Act of 1973 (as amended) (29 U.S.C. § 793) and its implementing regulations (41 C.F.R. Part 60-741) and the Guidelines on Affirmative Action issued by the Equal Employment Opportunity Commission (“EEOC”) (29 C.F.R. Part 1608). Nothing contained in this EEO plan or its supporting data should be construed as an admission by the University, in whole or in part, that it has contravened any federal, state, or local employment practice laws, or to sanction the discriminatory treatment of any person.

While the University firmly believes in disseminating its equal employment opportunity plan and practices and makes the non-data components of this EEO plan available for review by employees and applicants, the EEO plan remains a proprietary document of the University. Moreover, the data on which the University has relied on preparing this EEO plan are confidential and sensitive, and the University believes that releasing them would cause commercial harm. Reports that require specific data, such as employee names and salary information, are not an official part of this EEO plan. This information is on file at the University as Documentation and Supporting Data for EEO plan Reports and is available for review only as required by law.

If this EEO plan or any supporting data or documentation are submitted to the Office of Federal Contract Compliance Programs (OFCCP) pursuant to the Executive Order, the Rehabilitation Act, the Vietnam Era Veterans' Readjustment Assistance Act and/or any implementing regulations (as any or all have been or may be amended), the EEOC, any local or state fair employment practice agency, or any other federal, state or local government agency, those documents and the information they contain are to be considered confidential and not subject to disclosure without notifying the University of the agency's decision to disclose and providing the University with ample time to contest the disclosure. Advance notice of disclosure should be sent to Sarah Babineau, Assistant Director of Employment Compliance, Chesapeake Building, Suite 1101, 4300 Terrapin Trail, College Park, MD 20742, sbabinea@umd.edu. The University requests that this information be treated as exempt from public disclosure under the Freedom of Information Act, 5 U.S.C. § 552.

No information contained in the EEO plan or any supporting data or documentation is to be copied, removed from the premises, or released to other individuals without prior notification to and permission from the University.

This EEO plan does not constitute an express or implied contract between the University and its employees, job applicants, or other persons, nor does it change in any way the basic at-will employment relationship all University employees have with the University. Nothing in this EEO plan creates a private right of action on behalf of any individual or group against the University.

Equal Employment Opportunity and Affirmative Action Statement of Policy 41 C.F.R. 60-741.44(a)

It is the policy of the University of Maryland not to discriminate or allow the harassment of employees or applicants on the basis of sex, gender identity or expression, sexual orientation, race, color, religious creed, national origin, physical or mental disability, protected Veteran status, age, genetic information, or any other characteristic protected by law with regard to any employment practices, including recruitment, advertising, job application procedures, hiring, upgrading, training, promotion, transfer, compensation, job assignments, benefits, and/or other terms, conditions, or privileges of employment, provided the individual is qualified, with or without reasonable accommodations, to perform the essential functions of the job. This policy applies to all jobs at the University of Maryland. The University of Maryland will continue to ensure that individuals are employed, and that employees are treated during employment, without regard to any of the above characteristics or any other characteristic protected by law in all employment practices as follows:

Employment decisions at the University of Maryland are based on legitimate job-related criteria. All personnel actions or programs that affect qualified individuals, such as employment, reclassification, demotion, transfer, recruitment, advertising, termination, rate of pay or other forms of compensation, and selection for training, are made without discrimination.

Employees may choose to voluntarily disclose their sex, race, disability, and protected Veteran status at any time. Such information will be maintained in a confidential manner and will not be used against an individual when making any employment decisions. Employees and applicants with disabilities are encouraged to inform University Human Resources if they need a reasonable accommodation to perform a job for which they are otherwise qualified. The University of Maryland, College Park makes and will continue to make reasonable accommodations to the known physical or mental limitations of an otherwise qualified applicant or employee to promote the employment of qualified individuals with disabilities.

The University of Maryland, College Park and its President are fully committed to principles of equal employment opportunity and affirmative action. The Assistant Vice President of University Human Resources, in conjunction with the Vice President of Community and Belonging, is responsible for the implementation of the University of Maryland, College Park's affirmative action program. All managers and supervisors shall take an active part in the University of Maryland, College Park's affirmative action programs to ensure all qualified employees and prospective employees are considered and treated in a nondiscriminatory manner with respect to employment decisions. Furthermore, the University of Maryland, College Park strives to solicit the cooperation and support of all employees for its EEO and affirmative action programs.

The University of Maryland, College Park's affirmative action programs include an audit and reporting system, which, among other things, uses metrics and other information to measure the effectiveness of its EEO programs. The University of Maryland, College Park periodically reviews progress in the compliance and implementation of the University's commitment to equal employment opportunity and programs. In accordance with law, the University of Maryland, College Park's EEO programs for qualified individuals with disabilities and protected Veterans are available for inspection on the University Human Resources website, uhr.umd.edu.

In addition, employees and applicants for employment will not be subjected to harassment, intimidation, threats, coercion, or discrimination because they have engaged in, or may have engaged in, filing a complaint, assisting or participating in an investigation, compliance review or hearing, or other activity related to the administration of Section 503 of the Rehabilitation Act of 1973, the Vietnam Era Veterans' Readjustment Assistance Act of 1974, all as amended, and/or any other federal, state, or local law or regulation regarding equal employment opportunity, opposing any act or practice made unlawful, or exercising any other right protected by such laws or regulations. The University of Maryland, College Park will not discharge or in any other manner discriminate against employees or applicants for employment because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant for employment. However, employees who

have access to the compensation information of other employees or applicants as a part of their essential job functions should not disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or (c) consistent with the University of Maryland, College Park's legal duty to furnish information.

Erytheia Lambert-Jones

Assistant Vice President of Human Resources and Chief Human Resources Officer

Definitions 41 C.F.R. 60-741.2

“DISABILITY” means, generally, (i) a physical or mental impairment that substantially limits one or more of an individual's major life activities, (ii) a record of such impairment, or (iii) being regarded as having such impairment.

For the purposes of this Program, a disability is substantially limiting if it substantially impairs the ability of an individual to perform a major life activity as compared to most people in the general population. An impairment need not prevent, or significantly or severely restrict the individual from performing a major life activity to be considered substantially limiting.

For the purposes of this Program, major life activities include but are not limited to the operation of a major bodily function, caring for oneself, performing manual tasks, seeing, hearing, eating, sleeping, walking, standing, sitting, reaching, lifting, bending, speaking, breathing, learning, reading, concentrating, thinking, communicating, interacting with others, and working.

“A QUALIFIED INDIVIDUAL” means an individual who satisfies the requisite skill, experience, education, and other job-related requirements for the particular position they hold or desire and who is capable of performing the essential functions of that position, with or without reasonable accommodation.

Responsibility for Implementation 41 C.F.R. 60-741.44(i)

University of Maryland, College Park has assigned primary management responsibility and accountability for ensuring full compliance with the EEO Program to Sarah Babineau, the Assistant Director of Employment Compliance in University Human Resources ("Assistant Director"). The Assistant Director has the authority, resources, support, and access to top management necessary to ensure the effective implementation of the EEO plan.

The duties of the Assistant Director and designees include:

- Developing policy statements, EEO plans, and internal and external modes of communication.
- Training personnel involved in recruitment, screening, selection, promotion, disciplinary, and related processes to ensure the commitments in the University's EEO Program are implemented.
- Advising managers and supervisors, the University is obligated to prevent discrimination and harassment of applicants and employees on any basis protected by law.
- Identifying any problem areas in implementing the EEO plan and developing solutions.
- Ensuring policies are in place to identify any barriers to employment for individuals with known disabilities to ensure individuals with disabilities benefit from equal employment opportunities.
- Designing and implementing an internal audit and reporting system to measure the effectiveness of the University's Program, indicate the need for remedial action, determine the degree to which the University's objectives have been attained, determine whether employees with known disabilities have the opportunity to participate in University-sponsored employment, educational, training, recreational, and social activities, and ensure each location is in compliance with applicable laws and regulations.
- Serving as liaison between the University and enforcement agencies, and between the University and organizations of and for individuals with disabilities, and
- Keeping management informed of developments in Equal Employment Opportunity.

Request for Self-Identification 41 C.F.R. 60-741.42

In order to notify applicants and employees of the existence of and the opportunity to participate in this EEO Program and to provide sufficient data to allow the University of Maryland, College Park to measure and improve, if necessary, the effectiveness of the University's equal employment opportunity efforts, the University invites applicants and employees to voluntarily self-identify as a person with a disability as follows:

- When an applicant applies for or is considered for employment, the University provides the applicant with the opportunity to voluntarily self-identify their disability status. This opportunity is offered at the same time the University invites applicants to self-identify their race, ethnicity, sex, and veteran status.
- Following an offer of employment, the University provides an additional opportunity to voluntarily self-identify disability status.
- The University offers employees an opportunity to voluntarily self-identify their disability status at least once every five years because an individual's disability status may change over time, and an employee may feel more comfortable disclosing an existing disability after being employed for some time.
- In addition, at least once every five years between workplace surveys, the University sends employees a written reminder that they may voluntarily update their disability status.

The University invites applicants and employees to voluntarily self-identify as individuals with disabilities using the language and form approved by the government for such purposes. The University keeps all self-identification information confidential.

Review of Personnel Processes 41 C.F.R. 60-741.44(b)

University of Maryland, College Park periodically reviews its personnel procedures to determine whether they ensure the careful, thorough, and systematic consideration of the job qualifications of employees or applicants with known disabilities for jobs filled by hiring or promotion, as well as for educational or training opportunities.

Vacancies are advertised, and applications are accepted from any interested person. The University's employment materials, including its employment application, the careers section of its website, and job advertisements, include a non-discrimination statement to inform applicants of the University's equal employment opportunity policy. All non-executive positions lasting three days or more and not expected to be filled from within will be referred to the appropriate state employment service delivery system. In addition, to ensure qualified individuals with disabilities are aware of job openings, the University sends vacancy announcements to the employment sources listed in this EEO plan.

The disability of any otherwise qualified individual who applies for any vacancy, promotion, transfer, or training opportunity will not be a factor in employment decisions. The University periodically reviews any physical and mental job qualifications to ensure they do not screen out individuals with disabilities for reasons that are not job-related or consistent with business necessity, or that do not relate to ensuring the safe performance of the essential functions of the job. The University reviews its personnel processes to ensure individuals with disabilities are not stereotyped in ways that limit their access to jobs for which they are qualified.

The University also ensures applicants and employees with disabilities who meet job qualifications have equal access to its personnel processes, including those implemented through information and communication technologies, and provides necessary reasonable accommodation to ensure applicants and employees with disabilities receive equal opportunity in the operation of personnel processes.

Review of Physical and Mental Job Requirements 41 C.F.R. 60-741.44(c)

University of Maryland, College Park periodically reviews physical and mental job qualification requirements as job qualification requirements are established or revised to ensure qualification requirements do not screen out qualified individuals with disabilities or qualified disabled veterans for reasons that are not job-related or consistent with business necessity and the safe performance of the essential functions of the job.

The University also periodically reviews its personnel processes to ensure any medical exams or inquiries are conducted in accordance with the Section 503 regulations. Information regarding an individual's medical condition or history obtained as a result of any such inquiry or exam is collected and maintained on separate forms and in separate medical files, and is treated as a confidential medical record.

To the extent any physical or mental job qualification measurements are found to potentially screen out qualified individuals with disabilities or qualified disabled veterans in the selection of employees or applicants for employment or in other changes in employment status, such as promotion or training, the University will ensure the requirements are related to the specific job for which the individual is being considered and are consistent with business necessity and the safe performance of the job.

Reasonable Accommodations 41 C.F.R. 60-741.44(d)

University of Maryland, College Park makes and will continue to make reasonable accommodations to the known physical and mental limitations of otherwise qualified employees and job applicants who are disabled veterans, unless such accommodation would impose an undue hardship.

If an individual has a disability, the University encourages the individual to request reasonable accommodation to enable the individual to perform a job safely. Such accommodations may include special equipment, changes to the physical layout of the job, modifications to job duties, or other reasonable accommodations. The University informs employees and applicants of the process to request reasonable accommodation on its website at uhr.umd.edu.

Where an employee with a known disability is having significant difficulty performing job duties and the University reasonably concludes that the performance issues may be related to a known disability, the University may notify the employee of the performance problem and confidentially inquire whether the problem is related to the employee's disability. If the employee indicates that a disability is impacting performance, the University will engage in confidential discussions with the employee about the performance problem and the need for reasonable accommodation.

Compensation 41 C.F.R. 60-741.21(a)(9)

In offering employment or promotions, the University of Maryland, College Park does not reduce the amount of compensation offered to individuals with disabilities because of any disability income, pension, or other benefit the employee receives from another source. Similarly, the University does not reduce the compensation offered to an employee or applicant because of the actual or anticipated cost of a reasonable accommodation requested or needed.

Harassment 41 C.F.R. 60-741.44(e)

The University of Maryland, College Park, has developed and implemented policies and procedures to ensure that employees with disabilities are not harassed because of their disability status. A copy of the University's Equal Employment Opportunity and Affirmative Action Statement of Policy, which forbids harassment against individuals based on protected characteristics, is included in this EEO plan.

Training 41 C.F.R. 60-741.44(j)

The University of Maryland, College Park, trains personnel involved in recruitment, screening, selection, promotion, disciplinary processes, and related activities to ensure commitments in the University's EEO plan are implemented.

Internal Dissemination of Policy 41 C.F.R.60-741.44(g)

University of Maryland, College Park recognizes that, however strong its outreach program, internal support from supervisory management and other employees is necessary to ensure maximum effectiveness of its EEO plan for individuals with disabilities. The University may utilize the following procedures to enhance the internal implementation and dissemination of its Equal Employment Opportunity and Affirmative Action Statement of Policy, as appropriate:

- The University's Equal Employment Opportunity and Affirmative Action Statement of Policy is available to applicants and employees on uhr.umd.edu within each EEO plan.
- An invitation to participate in the University's EEO Program by voluntarily self-identifying as an individual with a disability is disseminated to all applicants and all employees once the University has extended a job offer. In addition, in recognition that an individual's disability status may change and/or that employees may feel more comfortable disclosing an existing disability after some time in the University, the University distributes the invitation to all current employees at least once every five years, with a reminder at least once between each five-year period.
- The University will inform applicants and employees of its commitment to engage in equal employment opportunity, including by discussing the policy in various employee and manager training sessions.
- When employees are featured in employee handbooks or similar publications, efforts will be made to include individuals with disabilities.
- University publications will include articles on the accomplishments of all employees, including individuals with disabilities.

If the University has or becomes party to collective bargaining agreements, union officials will be informed that the University is bound by the terms of the Rehabilitation Act of 1973, as amended, and is committed to taking measures to employ and advance in employment persons with disabilities, and the University will not discriminate against individuals with physical or mental disabilities.

Outreach, Positive Recruitment and External Dissemination of Policy 41 C.F.R. 60-741.44(f)

The University of Maryland, College Park, has reviewed its employment practices to determine whether its personnel programs are designed to effectively recruit and advance in employment qualified individuals with disabilities. While the University believes there are no deficiencies in its current employment practices regarding applicants and employees with disabilities, it engages in outreach, positive recruitment, and external dissemination programs to augment its existing equal employment opportunity efforts. The University engages in, or has plans to implement, the activities outlined in this EEO plan, as appropriate.

The University informs recruiting sources at the University of Maryland, College Park, of the University's equal employment opportunity policy for individuals with disabilities. Recruiting sources are requested to actively recruit and refer qualified individuals with disabilities for all positions.

The University includes the EEO Clause in all covered subcontracts and purchase orders.

The University informs subcontractors, including subcontracting vendors and suppliers, of its Equal Employment Opportunity and Affirmative Action Statement of Policy and requests appropriate action.

The University identifies local organizations and/or community agencies known to specialize in placing and/or developing training programs for individuals with disabilities and sends them notices of vacant positions.

Examples of these outreach efforts may include contacting the following:

- State Vocational Rehabilitation Service agencies, mental health agencies, and/or developmental disabilities agencies near the facilities covered in this EEO plan.
- Employment One-Stop Career Centers near the facilities covered in this EEO plan.
- Department of Veterans Affairs offices close to the facilities covered in this EEO plan.
- Entities funded by the Department of Labor that provide recruitment or training services for individuals with disabilities, such as those provided through the Employer Assistance and Resource Network (EARN) near the facilities covered in this EEO plan.
- Local Employment Network (EN) organizations listed in the Ticket to Work Employment Network Directory near the facilities covered in this EEO plan.
- Local disability groups, organizations, or Centers for Independent Living near the facilities covered in this EEO plan.
- Placement or career offices of educational institutions specializing in the placement of individuals with disabilities.
- Private recruitment sources, such as professional organizations or employment placement services specializing in placing individuals with disabilities.
- Recruitment efforts at educational institutions may include targeted outreach to students with disabilities.
- Efforts will be made to have employees with disabilities serve as company representatives during career days, job fairs, and related recruitment efforts.
- Advertisements or solicitations for prospective employees will indicate that the University is an equal opportunity employer.

Assessment of Outreach and Recruitment Efforts 41 C.F.R. 60-741.44(f)(3)

The University of Maryland, College Park, evaluates the effectiveness of its outreach and recruitment efforts annually using available data. For areas where the University concludes the totality of its efforts was not effective in identifying and recruiting qualified individuals with disabilities, the University of Maryland, College Park will identify and implement alternative efforts.

Criteria used to evaluate the effectiveness of outreach efforts may include:

- Results of utilization analysis for individuals with disabilities.
- Available data related to applicants and hires.
- Whether the activity increased the University's ability to include individuals with disabilities in its workforce.
- Whether the activity attracted qualified individuals with disabilities.
- Whether the activity resulted in the selection of qualified individuals with disabilities.

The Exhibit lists the outreach programs in which the University of Maryland, College Park, participated from July 01, 2025, to June 30, 2026. The University will continue to monitor and review outreach sources to evaluate the effectiveness of outreach and recruitment efforts.

Audit and Reporting Systems 41 C.F.R. 60-741.44(h)

It is the responsibility of the University's Assistant Director of Employment Compliance to monitor all employment and personnel practices to ensure compliance with applicable regulations and adherence to the University's Equal Employment Opportunity and Affirmative Action Statement of Policy, to report specific problems to the appropriate management personnel, and to measure the effectiveness of the University of Maryland, College Park's EEO plan.

The University's audit and reporting system is designed and implemented to:

- Measure the effectiveness of the EEO plan.
- Identify any need for remedial action.
- Determine the degree to which the University's objectives are being attained.
- Determine whether individuals with known disabilities have had full opportunity to equal employment and to participate in all University-sponsored educational, training, recreational, and social activities.
- Measure the University's compliance with the EEO plan's specific obligations.
- Document the actions taken to monitor the University's compliance with the EEO plan's specific obligations.

To measure the effectiveness of the EEO plan, the University may take the following actions:

- Audit the University's voluntary self-identification process to monitor the number of individuals with disabilities who self-identify and evaluate whether changes could be made to encourage greater voluntary self-identification.
- Monitor records of applicant flow, referrals, placements, training, transfers, promotions, terminations, and compensation decisions to evaluate the degree to which equal employment opportunity and organizational objectives are being obtained.
- Report on the organization's progress towards equal employment opportunity and any identified problem areas, so appropriate steps can be taken to resolve any issues.
- Examine the University's utilization of individuals with disabilities and develop action-oriented programs to address any areas of underutilization.
- Review available data, computations, and analyses regarding applicants and hires.
- Review the effectiveness of the University's recruitment and outreach activities.
- Regularly assess the University's personnel processes to ensure individuals with disabilities have equal opportunity in employment.
- Periodically assess any mental and physical qualifications to ensure they are job-related and consistent with business necessity.
- Audit communications with vendors and subcontractors to ensure such communications reflect the University's commitment to equal employment opportunity for individuals with disabilities.
- Audit communications with applicants and employees to ensure such communications reflect the University's commitment to equal employment opportunity for individuals with disabilities.
- Audit job listings to ensure the postings reflect the University's commitment to equal employment opportunity for individuals with disabilities.

- Audit personnel policies to ensure such policies reflect the University's commitment to equal employment opportunity for individuals with disabilities.

Where the EEO program is found to be deficient, the University shall endeavor to undertake necessary action to improve the program.

Data Collection Analysis 41 C.F.R. 60-741.44(k)

The University of Maryland, College Park, documents, annually, computations or comparisons of applicants and hires and maintains the documentation for at least 3 years.

Utilization Analysis 41 C.F.R. 60-741.45

The University of Maryland, College Park, will compare the representation of employees with known disabilities with the utilization goal identified by the OFCCP in effect at the start of the EEO program year. In conducting this analysis, the following principles apply:

- The purpose of the OFCCP's utilization goal is to provide a benchmark against which the University may measure the representation of individuals with disabilities in its workforce.
- The utilization goal serves as an equal employment opportunity objective that should be attainable by the measures included in this EEO program. The utilization goal is not a quota to be met, nor is it a ceiling that limits or restricts the employment of individuals with disabilities.
- In all employment decisions, the University makes selections in a nondiscriminatory manner. Utilization goals do not provide justification for extending a preference to any individual, selecting an individual, or adversely affecting an individual's employment status because of that individual's disability status.
- Utilization goals do not create set-asides for specific groups, nor are they intended to achieve proportional representation or equal results.
- Utilization goals are not intended to supersede merit selection principles, nor do they require the University to hire a person who lacks qualifications to perform the job successfully, or to hire a less qualified person in preference to a more qualified one.
- A finding that the utilization goal has not been attained in one or more job groups does not constitute a finding or admission of discrimination.

Identification of Problem Areas 41 C.F.R. 60-741.45(e)

When the Utilization Analysis conducted in accordance with the regulations indicates the representation of individuals with known disabilities is less than the current goal identified by OFCCP, the University of Maryland, College Park, will take steps to assess whether and where impediments to equal employment opportunity exist, including the following, as appropriate:

- Sources that have provided only limited qualified candidates will be reviewed, and the Assistant Director will identify actions to increase the number of qualified applicants received.
- The Assistant Director will review positions or job groups that require specialized skill sets or physical requirements.
- The EEO program monitoring reports will be reviewed.
- The Assistant Director will review the University's personnel processes to ensure the careful, thorough, and systematic consideration of the job qualifications of applicants and employees with known disabilities and that no barriers to equal employment opportunities exist.

Based on this analysis, we have developed and will execute the action-oriented programs described in this EEO plan.

Development and Execution of Action-Oriented Programs 41 C.F.R. 60-741.45(f)

To demonstrate good faith efforts to expand employment opportunities for individuals with disabilities and to produce measurable results, the University of Maryland, College Park, developed and executed the following action-oriented programs, as appropriate:

- The University will continue to analyze all job requirements to ensure any physical or mental requirements are job-related and consistent with business necessity.
- The University will carefully evaluate the total selection process to ensure it is free from discrimination.
- University employees will be trained on the University's non-discrimination and anti-harassment policies.
- The University will evaluate its techniques for improving recruitment and increasing the flow of qualified applicants with disabilities and identify alternative or additional outreach and recruitment efforts to increase recruitment of individuals with disabilities, as further described in the evaluation of the effectiveness of the University's outreach efforts.
- The University will review its programs and procedures to ensure employees with disabilities are given equal opportunities for promotion. The University will continue to make advancement opportunities widely known through the University's internal posting process, which encourages all employees, including those with disabilities, to apply for any open position for which they are qualified, with or without reasonable accommodation.
- The University will review its termination procedures to ensure they are applied consistently, and termination decisions are not made for unlawful reasons.
- The University will assess its personnel processes to ensure there are no barriers to employment.
- The University will review the results of its EEO audit and take steps to review or enhance practices that may affect the EEO program's success. The audit and reporting system will be documented in this EEO plan.

Exhibits

The University of Maryland, College Park understands that equal employment opportunity is fundamental to achieving its mission. Therefore, the university is committed to creating and maintaining a community that improves opportunities for all, including qualified individuals with disabilities. The University is committed to the principle that no qualified individual with a disability shall, based on disability, be excluded from participation in or be denied the benefits of the services, programs, or activities of the University, or be subjected to discrimination. This EEO plan year, we continued our committed efforts to attract applicants who identify as having a disability.

FY 2027 Outreach Activities

Targeted Job Postings

To attract applicants who identify as individuals with disabilities, UMD regularly posts open positions from our applicant tracking system on the Maryland Workforce Exchange website.

Talent Acquisition Initiatives

The University's Talent Acquisition (TA) team is housed in University Human Resources. They identify, attract, and provide services to retain skilled and qualified individuals with disabilities to fulfill staff roles at the University.

The University's TA team is advancing our goals for individuals with disabilities by expanding outreach through targeted community events, job fairs, disability-focused job boards, and online platforms to broaden candidate pipelines and strengthen collaborative partnerships with organizations such as Interfaith Works, Treatment Learning Center, and Fello.

Our outreach and recruitment efforts are designed to encourage candidates of all abilities to apply. This includes intentionally highlighting comprehensive benefits in our marketing initiatives, as benefits are often a key consideration for job seekers with disabilities. We offer accommodation throughout the interview process and proactively communicate their availability to all candidates, regardless of whether a disability has been disclosed.

For internal employees, we have enhanced our accommodation processes and career support services, including individualized consultations, resume and cover letter reviews, interview preparation, and intentional job matching aligned with employees' skills, experience, and accommodation needs. In parallel, we continue to educate hiring managers on accessible hiring practices.

In 2026, Leave Management and Accommodation Services partnered with University Health Center Accessibility and Disability Services and the Office of General Counsel to refine the reassignment component of the interactive process and update the Accessibility and Accommodation Statement for Applicants.

Continued Development of ADA Staff Initiatives

The University continues to increase its staff dedicated to disability accommodations and reexamine its grievance process to best serve the University, our employees, and applicants. These opportunities are facilitated by various proactive trainings from the University Human Resources' Leave Management Office, the Office of Faculty Affairs, the University's Section 504 Coordinator, the Office of Accessibility and Disability Services, and the Faculty and Staff Assistance Program (FSAP). Below are some of the initiatives that have been developed to promote and ensure disability awareness, accessibility, accommodation, and consistent documentation and integration:

New Employee Orientation (NEO) Training: This training is conducted regularly for all new employees and provides information about key policies, procedures, responsibilities, and resources, including disability accommodation processes. NEO trainings are continuously available throughout the calendar year, with various in-person/virtual/hybrid formats.

New Faculty Orientation and Academic Administrators Orientation: These two trainings, regularly available to new faculty and administrators, offer an introduction to the Americans with Disabilities Act (ADA) and disability accommodation procedures.

Faculty Forum: Disability and ADA Awareness: This training teaches faculty members about the ADA and disability accommodations implications for teaching and research. Attendees learn about the role of the ADA coordinator on campus, the process for securing accommodations for faculty members, and other policy considerations.

Modernized ADA Case Management and Data Security: UHR's Office of Leave Management partnered with Workday Time & Absence Management to enhance the ADA Specialist security role in Workday and procured AbsenceSoft to enable secure centralized storage of accommodation approvals and supporting documentation separate from the employee's employment file. This will enhance confidentiality, documentation integrity, process consistency, and access controls while improving operational efficiency.

Improved Employee Access and Customer Experience: Redesigned ADA web resources to provide clearer accommodation request options, FAQs, available resources, and streamlined communication pathways, making it easier for employees and applicants to understand and access the accommodation process.

Advanced Knowledge, Compliance, and Continuous Improvement: Maintained active engagement in University and USM committees and workgroups, including the USM+ Employee Accommodation Network Workgroup and the Committee on Disability Planning and Action (CDPA), while completing specialized ADA/FML compliance training. These efforts supported benchmarking, identification of emerging trends, continuous process improvement, and proactive risk management.

Built Institutional Readiness for Emerging Workplace Issues: Collaborated across HR, legal, safety, healthcare, public safety, and student-facing functions on complex and emerging issues involving accommodations, including discussing cannabis-related ADA considerations and the evolving intersection of Paid Family Medical Leave. This continues to position the University to respond proactively and consistently to increasingly complex employee accommodation needs.

ADA Accommodations Power Hour: Co-hosted by UHR's Leave Management Office and the Office of Community and Belonging's ADA/504 Coordinator, this training taught staff about the ADA, the process for requesting staff accommodations, the status of COVID-19 related accommodations, the difference between the ADA and the FMLA, and legal implications for campus.

Additional Training and Certifications: Attended the 2026 Littler ADA/ADA/FMLA Master Class and shared Workbooks, Presentation Slides and received the NELI ADAPT Certification.

Workgroups and Fairs: UHR's Leave Management Office led the UMD PFML Workgroup to assess the intersection and operational impact of PFML and ADA. They also participated in the Student Affairs and FSAP Wellness Resource Fair.

Increased Staff in the Office of Faculty Affairs: This office has increased staff to address faculty accommodations requests across campus and strengthen the coordination with UHR.

Enhanced Cross Functional Collaboration and Risk Management: Led and participated in strategic partnerships with the ADA 504 Coordinator, Faculty/Staff Assistance Program, Talent Acquisition, EEO, OGC, Workday, and other University stakeholders to address emerging accommodation issues, refine ADA processes, and ensure alignment with legal and operational requirements. Key initiatives included updates to applicant accessibility language, development of a university pet policy addressing emotional support animals, refinement of the ADA reassignment process, and assessment of the intersection between PFML and ADA requirements, currently exploring impact on expanding cannabis laws.

FY 2027 Public Service and Community Engagement

UMD regularly plans programs to create a campus climate in which people with disabilities feel comfortable identifying as such.

The following activities took place in the FY2027 EEO plan year:

[Continuation of the “Disability Talks” podcast](#): The “Disability Talks” podcast is facilitated by the University’s Section 504 Coordinator, Emily Lucio. The podcasts feature interviews with UMD community members discussing their experiences with disabilities.

[Prioritizing Mental Health and Wellbeing](#): The University has invested in resources to ensure the well-being of students, faculty/staff, and parents/families. President Pines, with the assistance of Provost Jennifer King-Rice and Vice President of Student Affairs (VPSA) Patty Perillo, has expanded mental health resources via the UMD Mental Health Task Force. Their initiatives have resulted in a 48% increase in clinical staff in the last three years and 100% increase in weekly initial assessments. These efforts have assisted with the development of resources such as the Mental Health Emergency Assessment and Response Team, Mental Health U-Turn course, and Mental Health Awareness Week.

[Residence Hall Advocacy](#): The University of Maryland Residence Hall Association formed a committee to advocate for greater accessibility and disability resources on campus. The committee is collaborating with the Accessibility and Disability Resources department in VPSA to connect undergraduate and graduate students with resources for equal access to academic, housing, and experiential-based learning accommodations.

[UMD Hearing and Speech Clinic at College Park](#): The Hearing and Speech Clinic is a training and research facility for Audiology and Speech-Language Pathology that has provided affordable speech, language, and hearing services to the community for 70 years.

[Maryland Initiative for Digital Accessibility \(MIDA\)](#): MIDA was created to make digital technology accessible to all. MIDA aims to connect the disability community with public and private partners to advance advocacy, build community, create opportunities to engage with external stakeholders, increase awareness of digital accessibility, fundraise, and develop technology projects to improve accessibility.

[Expansion of the TerpsEXCEED program](#): The program provides students with intellectual disabilities with a two-year college experience, including the newly formed Terps Wellness Warrior Program and the Plus One Alumni Year Program. All students live on campus, take a full course load, join clubs, and take full advantage of campus life.

[Language-Learning Early-Advantage Program \(LEAP\)](#): LEAP is a therapeutic program for 3 to 5-year-olds with communication challenges that trains speech-language pathology graduate and undergraduate students. Starting in 1994, this program offers a comprehensive preschool curriculum with an emphasis on communication development and individualized speech and language therapy.

FY 2027 Action-Oriented Programs and Analysis of Effectiveness

Placement goals for our faculty and staff with disabilities are detailed on the table below:

Additional Action-Oriented Programs	Evaluation of Effectiveness
Inviting employees to self-identify as having a disability twice a year increases visibility of the University's dedication to providing opportunities for employees who have a disability. Increasing awareness of what conditions may be considered disabilities and how the University welcomes and supports Individuals with Disabilities to benefit from all opportunities, including those related to employment.	In the 2017-2018 EEO plan year, 1.3% of active employees identified as having a disability. In FY2025, self-identification of employees with disabilities reached 4.3% across campus, rising to 5.9% by FY2027. Of the University's 62 EEO Job Groups, 27 now have representation of individuals with disabilities. This combined with the continually increasing percent of employees who choose to self-identify as having a disability indicates the University's overall efforts are effective at increasing the number of employees with disabilities and those who choose to self-identify as such.

The University is dedicated to advancing employment opportunities for individuals with disabilities and believes its efforts have been effective. The University will continue to develop creative ways to socialize its message of inclusion of individuals with disabilities.