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During the 2021-2022 reporting year, OIE conducted about **79 presentations**, including 11 sessions during Summer Welcome, which was a highlight for us and led to a significant increase in the number of individuals who were reached by our education efforts. For the whole reporting year, our audiences totaled about **5423 people**, including students, parents, faculty, administrators, staff, and visitors/community members. Presentations were conducted in person around campus and via-video conference. We continued to provide some pre-recorded training videos for specific groups and future use, and we participated in several panel discussions.

Common topics included: an overview of OIE services and campus resources; bystander intervention; examples of prohibited conduct; guidance for mandated reporters; microaggressions; consent and incapacitation; parties' rights and options in the Title IX and Equity Processes; inclusive workplaces and classrooms; free expression; and educational scenarios and debriefing discussions that engaged audience participants.

## OFFICE OF ACCESSIBILITY AND ADA

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### Introduction

The work of the Office of Accessibility and ADA, which is a branch within the MU Office of Institutional Equity, touches every aspect of campus life:

- **Employee accommodations** promote Faculty and Staff productivity, retention, and recruitment.
- **Education** increases awareness of disability as an essential component of diversity and of MU's Inclusive Excellence Framework.
- **Customized guidance on the ADA** helps MU maintain its commitment to the Americans with Disabilities Act and disability inclusion.
- **Increasing physical accessibility** of campus facilities promotes belonging, usability, and independence for students, faculty, staff, and visitors with disabilities.
- **Ensuring Digital Accessibility** provides equal opportunity and usability of our digital campus for persons with disabilities.
- **Event accessibility** ensures equal access for persons with disabilities on campus and in the Columbia community as a whole.
- **Planning for the safety of persons with disabilities** is essential to emergency preparedness.

### Important Definitions

- **Disability:** A physical or mental impairment that substantially impacts one or more major life activities or major bodily functions.
- **Reasonable Accommodation:** An assistive device or modification to a workplace policy which allows an employee with a disability to have equal opportunity.
- **Physical Accessibility:** An individual with a disability's ability to access the University's physical facilities.
- **Digital Accessibility:** An individual with a disability's ability to access the University's "digital campus" via online platforms and digital communications.
- **Program Access:** An individual with a disability's ability to participate in programs offered by the University, including events.
- **Employment Access:** A person with a disability's ability to have equal opportunity in hiring, retention, promotion, training, and all of the benefits of employment at the University.

### Reasonable Accommodations

In 2021-2022, the Office of Accessibility and ADA managed accommodations processes for **230 faculty and staff** with disabilities, a 9.5% increase from the previous year. The Office fully funded the cost of all these accommodations through the Accommodations Central Fund. This work is essential to ensuring productivity, recruitment, and retention of employees at MU, particularly as our workforce ages.

A few **examples** of common accommodations include adding microphones to classrooms for faculty with hearing disabilities, assistive technology for staff with vision disabilities, wheelchair accessible desks, "speech to text" software for employees who are unable to type, and ergonomic keyboards and mice for employees with arthritis.

## Employees Assisted with Reasonable Accommodations:

	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022
Faculty	28 (25.7%)	50 (41.0%)	24 (17.5%)	42 (20.0%)	63 (27.4%)
Staff	81 (74.3%)	72 (59.0%)	113 (82.5%)	168 (80.0%)	167 (72.6%)
<b>TOTAL</b>	<b>109</b>	<b>122</b>	<b>137</b>	<b>210</b>	<b>230</b>

## Primary Disability Type of those Receiving Accommodations:

	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022
Chronic Illness	27 (24.8%)	36 (29.8%)	48 (35.0%)	82 (39.0%)	88 (38.2%)
Physical Disability	40 (36.7%)	55 (45.5%)	41 (29.9%)	44 (21.0%)	71 (30.8%)
Psychological Disability	25 (22.9%)	12 (9.9%)	17 (12.4%)	25 (11.9%)	29 (12.6%)
Cognitive Disability	10 (9.2%)	8 (6.6%)	13 (9.4%)	2 (1.0%)	13 (5.6%)
Hearing Disability	3 (2.8%)	4 (3.3%)	4 (2.9%)	3 (1.4%)	4 (1.7%)
Vision Disability	4 (3.7%)	3 (2.5%)	5 (3.6%)	6 (2.9%)	3 (1.3%)
High-Risk Pregnancy Complications	0 (0.0%)	3 (2.5%)	2 (1.4%)	8 (3.8%)	7 (3.0%)
Other/Unconfirmed	0 (0.0%)	0 (0.0%)	7 (5.1%)	40 (19.0%)	15 (6.5%)

## Highlighted Accomplishments:

- **Training, Education, and Outreach:**

In 2021-2022, Office of Accessibility and ADA staff provided **48 trainings** on various topics, including the ADA, employee accommodations, event accessibility, disability awareness, and other requested topics.

- **Technical Assistance:**

The Deputy ADA Coordinator participated in **97 meetings** to provide technical assistance for campus facilities projects in 2021-2022.

- **Accessibility Improvements:**

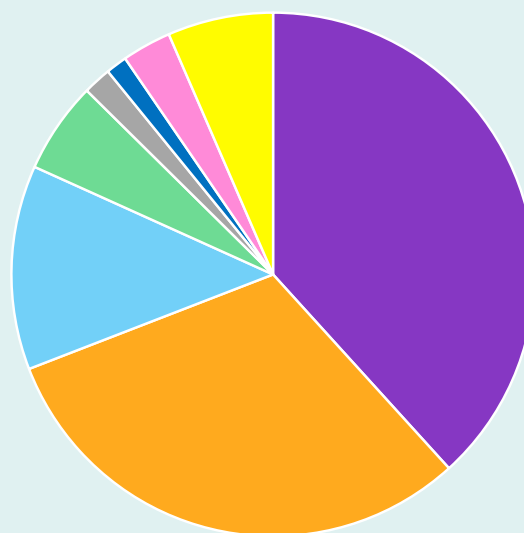
In 2021-2022, the ADA Coordinator led a task force to create a new University of Missouri System Digital Accessibility Policy, which was approved by the Board of Curators in April 2022.

The Office also conducted an evaluation of restrooms on campus, creating a plan to update and ensure the accuracy of all wayfinding signage for accessible restrooms and make long-term plans to improve existing restrooms.

- **Disability Inclusion on Campus:**

The Office of Accessibility and ADA collaborated with the MU Disability Center to plan Disability Culture Month, an annual celebration of disability awareness and culture including over a dozen unique events focused on disability.

## 2021-2022



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