

Frequently Asked Questions About COVID-19 and The Americans with Disabilities Act (ADA)

As UNM has moved online to prevent the spread of COVID-19, the Office of Equal Opportunity (OEO) wants to ensure you it continues to maintain regular functions with regard to investigations. We have outlined some Frequently Asked Questions about COVID-19 and the ADA.

My family member has a disability or has underlying medical issues. Can I get an ADA accommodation for this?

No. The ADA applies to you (the employee) and an accommodation cannot be used to care for a family member or because a family member has a disability or underlying medical condition.

Contact Human Resources to see if you are eligible for FMLA or other leave in order to care for the family member.

I have an underlying medical condition that makes me susceptible to COVID-19. Can I seek reasonable accommodation(s) for this?

Yes. If your underlying medical condition is a disability or serious medical condition, you can seek accommodation(s). This may include working from home, distancing within the office (Plexiglas, private office, etc.) or some combination of socially isolating accommodations.

Can I seek accommodations for childcare under the ADA?

No. An ADA accommodation is personal to you. Speak with your supervisor and/or HR about expanded FMLA leave under the CARES Act.

I am pregnant. Can I seek an ADA accommodation during COVID-19?

A high risk or atypical pregnancy may rise to the level of a disability and is accommodated under the ADA.

A traditional pregnancy is accommodated under [UAP 2720](#). Contact the UNM Title IX Coordinator, Angela Catena, to discuss an accommodation.

The state of New Mexico is requiring that individuals wear masks in public. If I have a medical condition that prevents this, what do I do?

You may be entitled to an accommodation under the ADA. Contact the ADA Coordinator, Francie Cordova, and discuss your options.

How do I go about beginning the accommodation process?

Talk to your supervisor or contact the Office of Equal Opportunity.

If I have a disability and need an accommodation unrelated to COVID-19, can I request the accommodation while working remotely?

Yes. The [necessary forms](#) are on the OEO website under ADA.

What if my supervisor and I disagree about the type of accommodation I need in the workplace?

Contact the ADA Coordinator, Francie Cordova, to participate in an interactive dialogue to come to an agreement, as required under the ADA.

For additional information, please contact the ADA Coordinator, Francie Cordova, at the Office of Equal Opportunity at oeounm@unm.edu or by phone at (505) 277-5251.

For an updated resource list, please see the UNM Human Resource website at <https://hr.unm.edu/cv19>

For pregnancy accommodations, contact the Title IX Coordinator, Angela Catena, at acatena@unm.edu