

**UNIVERSITY OF WISCONSIN-LA CROSSE  
INDIVIDUALS WITH DISABILITIES ADVISORY COMMITTEE**

**BY-LAWS**

*Approved December 11, 2013*

**Preamble**

The Individuals with Disabilities Advisory Committee (IDAC) has been in operation since 1977 at the University of Wisconsin-La Crosse. According to the UW System Policy on Individuals with Disabilities, "Each Chancellor shall appoint an advisory committee, including students, to provide information and recommendations responsive to the needs and concerns of individuals with disabilities." IDAC reports to the Chancellor.

**Article I. Vision, Mission, and Definitions**

A. Vision:

IDAC envisions the University of Wisconsin La Crosse as a community that supports universal design and accessibility, allowing its curriculum to be flexible and achievable for, and its facilities and other offerings to be accessible to, individuals with wide differences in their abilities to see, hear, speak, move, read, write, attend, organize, engage and remember. Universal design is intended to be inclusive, not solely for persons with disabilities.

IDAC also envisions a university that has knowledge of, accepts and includes all persons, anticipating their unique needs and appreciates the rich diversity that they bring to the university.

B. Mission:

The mission of IDAC is:

- to advocate for individuals with disabilities at UW-La Crosse;
- to help the university maintain compliance with the letter and spirit of Section 504 of the Rehabilitation Act, the Americans with Disabilities Act and other relevant laws and guidelines;
- to provide information about the needs and concerns of individuals with disabilities to the university community; and
- to examine and evaluate the university's efforts to meet the needs and address the concerns of individuals with disabilities.

**Article II. Goals**

A. Assist the University to develop plans to provide full opportunities for persons with disabilities in its programs, activities, and facilities with respect to satisfying their academic, cultural and social interests and to prepare them for further employment.

B. Assist the University in the evaluation, review and recommendation of institution-wide

educational and administrative policies, procedures, and curricula that affect the equal access, retention and graduation of students with disabilities.

C. Assist the University in the evaluation, review, and/or establishment of institution-wide policies or procedures for state or non-state funded new architectural projects as well as facility modifications to ensure the safety and equal access for persons with disabilities in the university programs and activities.

D. Advise the Administration on federal law and state mandates; as well as the development of priorities, timelines, cost estimation and resources allocation required to make "reasonable accommodation" for persons with disabilities.

E. Provide information about the needs and concerns of persons with disabilities to the university community, to increase their awareness and understanding of the needs of persons with disabilities.

### **Article III. Subcommittees**

IDAC will establish such subcommittees as it deems appropriate to carry out the mission and goals described above, including classroom/curriculum issues, accessibility of physical facilities and technological services, and raising awareness of disability issues.

The subcommittees and their respective tasks will be made public, and will be periodically reviewed in order to ensure ongoing fulfillment of the intended mission of IDAC.

### **Article IV. Membership**

A. Committee Membership:

The committee will be representative of the university community, to include individuals with disabilities when possible:

The committee will consist of the following representatives:

- Human Resources Office
- Physical Facilities
- Faculty (1 from each college)
- Students (2)
- At-Large Members (2)
- Affirmative Action Officer/ADA Coordinator (ex officio)
- Disability Resource Services representative (ex officio)

B. Appointment:

Members will be appointed by the Chancellor upon recommendation of the Affirmative Action Office and the Director of Disability Resource Services.

### C. Terms of Office:

The terms of office for Council members who are permanent employees will be three academic years with the possibility of reappointment. Other members will serve for one-year terms.

## **Article V. Officers and Duties of Officers**

### A. Officers:

1. The Committee will elect a chair and a secretary
2. Each subcommittee will elect a chair of that committee.

### B. Responsibilities of the Chair

1. Hold regular meetings of the Council and post notice of the meeting schedule.
2. Prepare an agenda for each meeting
3. Report on the Committee's activities and recommendations to the Chancellor

### C. Responsibilities of the Secretary

1. Record minutes of IDAC meetings.
2. Send drafts to each Council member prior to the meetings.

## **Article VI. Operating Procedures**

A. Quorum: A quorum consists of a simple majority of voting members

B. Amendments to the by-laws: By-laws may be amended by a vote of two-thirds of the voting members at two consecutive meetings.