

IDAC BYLAWS

(Draft, 8/24/09)

Preamble

The Individuals with Disabilities Advisory Committee (IDAC) has been in operation since 1977 at the university. 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 allowing its curriculum to be flexible and achievable by 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. It also envisions a university, which has knowledge of, accepts and includes all persons, anticipating their unique needs and appreciates the rich diversity that they bring to campus.

B. Mission:

The mission of the committee is to advocate for persons with disabilities (students and employees) on the UW-L campus in compliance with the letter and spirit of Section 504 of the Rehabilitation Act, the Americans with Disabilities Act and other relevant laws and guidelines. The committee will provide information about the needs and concerns of persons with disabilities on campus to the campus community. It also examines and evaluates the campus' efforts to meet the needs and address the concerns of persons 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 campus-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 campus-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 campus community, to increase their awareness and understanding of the needs of persons with disabilities.

Article III. Subcommittees

- A. **Education/Public Relations.** The Education/Public Relations subcommittee is responsible for planning and implementing an educational program for the university community, utilizing the concept of Universal Design.
 - 1. The committee will plan direct and indirect in servicing programs.
 - 2. The committee will investigate and plan for the training of new faculty and staff.
 - 3. The committee will be responsible for the education of the Representatives for Individuals with Disabilities (RIDS) in each department/unit on campus.
 - 4. The committee will plan and implement a plan for UW-L students to be educated about disability issues.
 - 5. The subcommittee will assist in updating and disseminating the DRS faculty manual.
 - 6. The committee will handle the publicity for in-services, workshops, etc.
 - 7. The committee will work with the campus in assuring that there are visual presentations of persons with disabilities, as well as assuring that there are accurate descriptions of disability issues in all UW-L publications.
- B. **Technology.** The Technology subcommittee is responsible for addressing needs of technology for persons with disabilities on campus.
 - 1. The committee will research and make recommendation of upgrade and addition of accessible and adaptive equipment for student use.
- C. **Accessibility.** The Accessibility subcommittee will address accessibility on campus.
 - 1. The committee will address ADA issues as they arise, they could use the ADA audit as a starting point.
 - 2. The campus will work with Physical Plant to assure that accessibility and universal design are considered when looking at design and execution of physical structures on campus.

Article III. Membership

A. Committee Membership:

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

The Advisory Council will consist of the following members:

- 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.

Article IV. 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 V. 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.