

Report on the Status of People with Disabilities
A Survey of Faculty and Staff at the University of New Hampshire
Fall 2011

The President's Commission on the Status of People with Disabilities

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ABSTRACT

The President's Commission on the Status of People with Disabilities at the University of New Hampshire collected data on prevalence of disability among UNH employees and the employment climate for employees with disabilities at UNH.

The survey was designed to enable us to compare the responses of people with and without disabilities and to compare the responses of employees who work on the main, residential campus in Durham with those who work at the commuter campus in Manchester. Within the sample of UNH employees, 11% reported having a disability; among those with disabilities, 3% reported having multiple disabilities. Participants reported on the accessibility of UNH, the climate for employees with disabilities, as well as demographic information about themselves.

The following report presents these results and, where possible, uses statistical analyses to determine if employees with disabilities differ in their opinion relative to employees without disabilities. The results of the survey will be used to guide the Commission's work in the future as we develop programming and advise the President on policy initiatives that seek to improve accessibility for and acceptance of people with disabilities at UNH.

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RATIONALE

The President's Commission on the Status of People with Disabilities was formed in 2009 and has taken on the task of collecting information on the prevalence of and climate for faculty and staff with disabilities at UNH. The Commission's objective is to "provide an academic, social and physical environment that makes people with disabilities integral to the diversity of perspectives that is vital to an academic community. We seek to provide awareness and resources that allow faculty and staff to expand and integrate disability access and diversity into the University curriculum and services . . . The Commission promotes equal opportunity, fair treatment and the elimination of physical, programmatic and attitudinal barriers for individuals with disabilities." [Executive Summary of the proposal that established the Commission, December 2008]

The mission of the President's Commission on the Status of People with Disabilities is to promote empowerment and inclusion of students, faculty, staff and guests with disabilities at the University of New Hampshire. The Commission acknowledges that people with disabilities are a diverse group that includes individuals with visible and non-visible disabilities.

The Commission shall provide a forum for discussion and assessment of disability-related issues and opportunities that are relevant for the campus and larger community. In addition, the Commission shall advise the President, Vice Provost for Faculty Development and Inclusive Excellence and the Director & Title IX Coordinator, Affirmative Action and Equity on disability-related issues, policies, services, attitudes and practices on campus. This mission is motivated by the belief that people with disabilities are assets to our community, adding value and diversity to our living, working and learning environment.

This is the first survey to collect data on prevalence of disability among UNH employees or the employment climate for people with disabilities at UNH. The results of the survey will be used to guide the Commission's work in the future as we develop programming and advise the President on policy initiatives that seek to improve accessibility for and acceptance of people with disabilities at UNH.

RESEARCH DESIGN

The study was approved through the Institutional Review Board for the Protection of Human Subjects in Research (IRB) at the University of New Hampshire (ref # 5294). The survey design was based on a survey done by the Chancellor's Committee for Persons with Disabilities at Missouri University (MU) and was altered only to change University of New Hampshire-specific information and to shorten the survey so as to increase the participation rate. The MU Chancellor's Committee agreed to allow us to use the survey and asked that we not share the survey instrument outside the working group and that we send our findings on to them upon completion. Once the survey alterations were made, the survey was piloted by our full Commission. The survey included a total 51 questions with opportunities at the end of each section for the respondents to elaborate on their responses or to include something not captured in the question as written. Respondents who did not self-disclose as having a disability were

asked 31 questions; 20 additional questions were asked only of respondents who did self-disclose a disability.

The survey was then sent on to the UNH Survey Center where it was distributed to UNH employees (including Durham and Manchester campuses) through email. The emails were not directly sent to each employee as the University would not approve directed communication. Instead we used the Human Resources list of managers to send email communication to the managers, supervisors, directors, chairs, deans, etc. asking them to forward the email with the survey link and to allow access to computer time and time to complete the survey during work time. In order to ensure access for those who are not often on email, we asked the managers to post a flyer in the work environment (in both English and Spanish) that asked the employees to check their email for the survey and if that was not possible directed them to a number for the Survey Center to request a paper copy. The survey was offered in both Spanish and English in an attempt to not exclude any Spanish-speaking employees. No paper surveys were requested nor were any surveys taken in Spanish.

An announcement in Campus Journal and UNH Today preceded the survey and was also visible on the website for the remainder of the survey period (three-and-a-half weeks - opened on Nov. 15 and closed on Dec. 9). In addition to the email invitation to participate, we also sent two reminder emails to all managers. The two staff councils (Professional, Administrative and Technical Council, and the Operating Staff Council) also sent the email to their constituents. There was no compensation for completing the survey. The survey was Section 508 compliant and was accessible via text-to-speech software. Once the survey was complete, the participant was offered a link to enter a raffle for an e-reader. The survey took approximately 10 minutes to complete.

The survey was taken online by all respondents (N=700) using SNAP. The response rate for the survey was nearly 17% with a sample size of 700 and a population size of 4,128. Many respondents took the opportunity to comment further on the questions and we received many thoughtful comments on both the questions and on issues that we were unable to capture in the questions. Many of these comments are scattered throughout the findings section of this report (denoted by bulleted italics).

TREATMENT OF THE DATA

Data was collected and cleaned (recoded, checked for missing cases and inconsistencies, etc.) at the Survey Center at the University of New Hampshire. Cases which were not answered for either disability question were excluded from the final data set (N=69).¹ Among those excluded, most did not answer any questions beyond the disability qualifier question. Also dropped were three respondents who were graduate students. Though the survey was directed at all faculty and staff, the very small number of graduate students meant that they needed to be excluded for anonymity purposes (as per our IRB agreement).

¹ The two disability questions are as follows: “Do you consider yourself a person with a disability?” and “Do you have any physical or mental conditions that limit you at work, even though you do not consider them disabilities?”

Cells with fewer than 10 people were re-coded or dropped from the analysis depending on the circumstances. All data that was re-coded is noted in the appropriate tables. Disability categories were collapsed from 10 categories to form 4 categories: physiological (autoimmune, cardiovascular, respiratory), psychological (learning disability and psychological), sensory (blindness or low vision; deafness or hard of hearing), and other (musculoskeletal, neurological and "other"). This was done in order to protect the anonymity of respondents with disabilities. These disability categories are not mutually exclusive, meaning that a respondent can have more than one type of disability. To reflect a single or multiple disabilities, a new variable was created which is mutually exclusive (Row 4 of Table 1). Age and duration of employment were also recoded so as to have larger time spans within categories (from 5 year span to 10 year span), again to protect the identity of the respondents. Tables 1 and 2 include the recoded versions of all variables. The authors have made minor edits to the comments for spelling and grammar for ease of reading but the content has not been altered.

THE SAMPLE

Population and Sample characteristics

As shown in Table 1, just over 11% of respondents reported having a disability. Nearly 2% of the sample reported having a physiological disability, which includes autoimmune, cardiovascular, and respiratory disabilities. Almost 3% of the sample reported having a psychological disability which includes learning disabilities and psychological disabilities. Nearly 3% of the sample reported having a sensory disability (blindness or low vision; deafness or hard of hearing). The highest prevalence of disability is found in the "other" disability category with 7% of the sample reporting having a musculoskeletal, neurological or "other" disability.

| Table 1: Sample demographics | |
|---|-------------|
| | Percent (N) |
| Self-Identify as having a disability | |
| Yes | 11.4 (79) |
| No | 88.6 (611) |
| Single/Multiple Disability | |
| Single | 8.3 (58) |
| Multiple | 3.3 (23) |
| Physiological Disability | 1.9 (13) |
| Psychological Disability | 2.9 (20) |
| Sensory Disability | 2.9 (20) |
| Other Disability | 7 (49) |
| Enrolled in degree program | |
| Yes | 10.9 (75) |
| No | 89.1(613) |

Table 2 shows the sample descriptives alongside the University population statistics. A higher proportion of staff answered the survey relative to the UNH population (81% of the sample is staff, while only 70% of the population is made up of staff). The sample is also predominately female, work at the Durham campus, working full time, and not enrolled in a degree program. Women were more likely than men to respond to the survey with 70% of the sample being female (53% of UNH employees are female). The sample also has an overrepresentation of Manchester employees (nearly 9% of the sample are Manchester employees while only 2% of the UNH employee population is on the Manchester campus).

| Table 2: Population and Sample demographics | | |
|---|--------------------|------------------------|
| | Sample Percent (N) | University Percent (N) |
| Employment Type** | | |
| Faculty | 19.0 (131) | 30.33 (1,252) |
| Staff | 81.0 (560) | 69.67 (2,876) |
| Gender | | |
| Male | 30.0 (209) | 46.87(1,916) |
| Female | 70.0 (487) | 53.13 (2,172) |
| Campus | | |
| Durham | 91.1 (631) | 97.63(3,991) |
| Manchester | 8.8 (61) | 2.37 (97) |
| Full time/Part time status | | |
| Full | 91.1 (635) | 72.28 (2,955) |
| Part | 8.9 (62) | 27.72 (1,133) |
| Age | | |
| 30 or younger | 15.1 (100) | 15.31 (626) |
| 31-40 | 14.1 (98) | 18.25 (746) |
| 41-50 | 24.0(167) | 23.41 (957) |
| 51-60 | 35.5(247) | 28.2 (1,153) |
| 60 or older | 11.2 (78) | 14.82 (606) |
| Duration of Employment at UNH | | |
| Less than one year | 7.9(55) | 28.84 (1,179) |
| 1-3 years | 14.3(100) | 15.46 (632) |
| 4-6 years | 14.5(101) | 11.50 (470) |
| 7-10 years | 16.2 (113) | 11.59 (474) |
| 11-15 years | 14.6(102) | 10.46 (429) |
| 16-25 years | 16.2(113) | 11.77 (481) |
| More than 25 years | 16.3 (114) | 10.35 (423) |
| **Note - employment types counts are higher than employee counts because some employees have jobs in both faculty and staff areas for UNH population numbers. | | |

FINDINGS

The results of the survey are presented in the following section. Each subsection refers to a different area of interest. Within each subsection statistics are presented in tables followed by comments from participants relating to that topic. The major themes in this survey are: accessibility, training, workplace attitudes and climate, knowledge relating to disability issues, and accommodations. Within each section descriptive statistics are presented as well as a selection of comments which gives examples and highlight issues not captured by the questions.

Accessibility

Table 3 shows the opinions of faculty and staff at UNH regarding physical, sensory, technological, and overall accessibility. Many respondents elaborated on their accessibility rating; a few of the comments are listed with each respective accessibility type.

| Table 3: Accessibility rating of UNH by people with and without disabilities Please rate the following types of accessibility on campus for people with disabilities. Tables present N(valid percent) | | | | |
|---|-----------------|-------------------------------|----------------------------------|------------------|
| | All respondents | Respondents with a disability | Respondents without a disability | Chi ² |
| Physical Accessibility | | | | |
| Excellent | 9.3 (64) | 58.7 (45) | 9.4 (58) | 6.01 |
| Good | 48.9 (337) | | 48.5 (300) | |
| Fair | 29.3 (202) | 26.3 (21) | 29.9 (185) | |
| Poor | 7 (48) | 12.5 (10) | 6.3 (39) | |
| Don't Know/No opinion | 5.5(38) | ----- | 5.8 (36) | |
| Sensory Accessibility | | | | |
| Excellent | 3.9 (27) | 38 (30) | 3.9 (24) | 3.17 |
| Good | 27.6 (189) | | 26.7 (164) | |
| Fair | 29.8 (204) | 41.8 (33) | 29.9(185) | |
| Poor | 11.1 (76) | | 10.8(67) | |
| Don't Know/No opinion | 27.6 (189) | 20.3 (16) | 28.5 (175) | |
| Technology Accessibility | | | | |
| Excellent | 8(55) | 56.3 (45) | 7.6 (47) | 20.14*** |
| Good | 30.6 (210) | | 43.5 (268) | |
| Fair | 16 (110) | 26.3 (21) | 34.4 (212) | |
| Poor | 5.8 (40) | | 6.7 (41) | |
| Don't Know/No opinion | 39.6 (272) | 17.5 (14) | 9.9 (61) | |
| Overall Accessibility | | | | |
| Excellent | 6.1 (42) | 52.6 (41) | 5.5 (34) | 5.66 |
| Good | 43.5 (298) | | 43.5 (268) | |
| Fair | 33.9 (232) | 42.4 (31) | 34.2 (212) | |
| Poor | 7 (48) | | 6.6 (41) | |
| Don't Know/No opinion | 9.5 (65) | ----- | 9.9 (61) | |
| *** indicates $p < .001$ ** indicates $p < .01$ * indicates $p < .05$ | | | | |

Physical Accessibility: A majority of the respondents reported that physical accessibility at UNH was either excellent or good (see Table 3). The issues with physical accessibility had two major themes: winter weather and building inaccessibility.

- *“Accessibility on days with snow is terrible. The accessible entrances of the buildings on campus are typically the last cleared. Some days they are not cleared of snow and ice.”*
- *“Bring the access to buildings up to standard and dedicate personnel to maintaining it. Snow removal is abysmal. Access considerations should not be discounted in curtailment decisions. If it is not easy for those with disabilities to get about due to weather conditions, then the curtailment should be decided. We should not be forced to take the hit on our time because you believe the mainstream can get around easily enough. This will only happen when you hire a dean or a president who uses a wheelchair.”*
- *“Snow removal is an issue for students with disabilities - ramps and access spots are not always kept clear - I know that it is hard to keep up during a big storm but I don't know how they get around on certain days. It must be very hard.”*
- *“Try entering the Library in a wheelchair.”*
- *“The conversion of tar crosswalks and driveways to brick stands out as one of the most outrageous projects we've funded in years. If you have ever been in a wheelchair, you know the difficulty of traveling on uneven surfaces. While it looks pretty to outsiders it is tremendously impractical, difficult to navigate and essentially created obstacles for disabled people rather than eliminated them. As if the crosswalk conversion was not enough, I nearly fainted as I watched the driveway next to Hood House being resurfaced from tar to brick. OMG!”*

Sensory Accessibility: Issues for individuals with sensory disabilities surround the misuse or lack of available technology. Between 30-38 percent of respondents feel that sensory accessibility at UNH is excellent or good, while between 40-42 percent of respondents feel that sensory accessibility at UNH is fair or poor (see Table 3).

- *“For my disability--hearing impairment--the campus has the technology to help. The major problem is that people do not always use the available technology. “I don't need a microphone.” “Everyone can hear me.” Unfortunately for some of us, these statements are often not correct.”*
- *“Older students sometimes have difficulty in seeing the board/screen and often times the sound output speakers in rooms are not easily able to be accessed to turn up the volume when needed. A variety of media is used in the classroom, recorded in a myriad of ways...sometimes too softly. Sometimes the volume is pushed full level without much success...”*
- *“Example to report; called Telecommunications to get a hearing aid compatible phone for an employee under my supervision. I was told they did not have any or know of any but that I should look for one that was able to work with our phone system and then tell them what I found so they could possibly use that information to help others.”*

Technology Accessibility: There are statistically significant differences among people with and without disabilities related to accessible technology at UNH. Interestingly, employees without disabilities reported lower ratings of technological accessibility relative to respondents with

disabilities (see Table 3). UNH employees who commented were concerned with the UNH website and web based trainings.

- *“The UNH website is horrible to navigate.”*
- *“Visually impaired people would have great difficulty with the reliance on web based teaching.”*
- *“Here in Academic Technology, we often help folks directly and indirectly with technology accessibility in their use of Blackboard and other services we offer for teaching and learning.”*

Overall Accessibility: Overall accessibility was viewed as excellent or good by roughly half of the respondents and fair, poor, or otherwise by the other half of respondents (see Table 3).

- *“I work in the Paul Creative Arts Center. The facilities hardly provide for the physically and sensory disabled. It saddens me that a physically handicapped individual would be unable to take a painting course, because those classes are on the top floor (no elevator) and the first floor facilities do not cater to the material hazards of oil paint....The arts are universally accessible, it's too bad the arts [at UNH] are not.”*

Training

Table 4 shows that just under one-third of employees were offered training about working with people with disabilities and a quarter of employees participated in a training. There are no statistically significant differences among employees with and without disabilities in terms of offering or participating in trainings.

| Table 4: Training opportunities regarding working with people with disabilities: Percent (N) | | | |
|---|--------------------------------|--------------------------------------|---|
| | All respondents (Total) | Respondents with a disability | Respondents without a disability |
| Have you been offered any training about working with people with disabilities at UNH? | | | |
| Yes | 32.2 (224) | 35 (28) | 31.9 (196) |
| No | 67.8 (471) | 65 (52) | 68.1 (419) |
| Have you participated in any training about working with people with disabilities at UNH? | | | |
| Yes | 25 (174) | 27.5 (22) | 24.6 (152) |
| No | 75 (465) | 72.5 (58) | 75.4 (465) |
| <i>None of the differences between respondents with disabilities and those without are statistically significant and therefore Chi2 statistics are not reported here.</i> | | | |

Comments following the training questions indicate that many employees want more training in these areas and that the knowledge they possess in this area is “superficial.” A few comments related to trainings are listed below:

- “I think perhaps mandatory workshops for faculty and staff to attend to become more aware, to be able to assist anyone coming to them with a disability or to direct them as to where to go.”
- “More education in this area would be great.”
- “I work for Transportation Services. We give and get lots of training for those with disabilities. We participate in sensitivity training with all drivers”

Workplace Attitudes and Climate

| Table 5: Workplace attitudes toward employees with disabilities: Valid Percent (N) | | | | |
|---|--------------------------------|---|---|--|
| | <i>All respondents (Total)</i> | <i>Respondents with a disability</i> | <i>Respondents without a disability</i> | Chi² |
| Do you believe employees with disabilities are generally <u>accepted</u> in the workplace at UNH? | | | | |
| Yes | 77.8 (540) | 74.7 (59) | 78.2 (481) | 25.21*** |
| No | 3.9 (27) | 13.9 (11) | 2.6 (16) | |
| Don't Know/No opinion | 18.3 (127) | ———— | 19.2 (118) | |
| Do you believe employees with disabilities are generally <u>valued</u> in the workplace at UNH? | | | | |
| Yes | 65.9 (458) | 64.6 (51) | 66.1 (407) | 19.55*** |
| No | 5.9 (41) | 16.5 (13) | 4.5 (28) | |
| Don't Know/No opinion | 28.2 (196) | 19 (15) | 29.4 (181) | |
| <i>Empty cells indicate too few respondents to report (fewer than 10). There are enough participants to run a Chi2 analysis but due to IRB regulations, actual cell size cannot be reported here.</i> | | | | |
| *** indicates $p < .001$ | | ** indicates $p < .01$ | | * indicates $p < .05$ |

As shown in Table 5, a majority of all employees feel that employees with disabilities are generally accepted and valued in the workplace at UNH. However, in looking at differences among employees with and without disabilities, employees with disabilities are much more likely to feel that individuals with disabilities are NOT generally accepted in the workplace relative to employees without disabilities. Additionally, employees with disabilities are also more likely to report that employees with disabilities are NOT generally valued in the workplace relative to employees without disabilities.

- “I think people believe they are more accepting of individuals with disabilities in the workplace than they actually are. You don't know what it is like to be disabled until you experience it. It's very frustrating.”
- “Can you imagine having a form of dyslexia and having a huge part of your day communicating via email? Oy vey! I spend a lot of time triple checking my written communication. I can't take notes and listen at the same time in meetings, so I know I am

missing information, although I do my best to write notes after. I've had strong words with a co-worker who repeatedly used to tease me about my spelling in front of others. There are numerous, little things that could be helped if people just understood how other people work and that it is not a factor in their intelligence. In academia, there is a culture that intelligence is only with traditional learners. I'm not sure people have accepted other learners."

- *"Establishing high expectations on the job for employees with disabilities can be challenging. Attitudinal barriers support tokenism (even inclusive attitudes) or the need to 'take care' of an employee in ways that do not support their autonomy and self-determination."*

| Table 6: Workplace climate- Observed disability and harassment- Valid Percent (N) | |
|---|--------------------------------|
| | Valid % (N) reporting "yes" |
| Do you have any co-workers with disabilities? | 41.4 (287) |
| Have you observed any harassment or similar unfair treatment of coworkers or employees at UNH with disabilities? | 5.3 (37) |

Over 40% of the respondents reported having a co-worker with a disability (see Table 6) and over 5% of employees have observed harassment of employees with disabilities at UNH.

| Table 7: Discrimination in the Workplace. Asked only of respondents who reported having a disability: Percent (N) | |
|---|-----------|
| As a person with a disability, do you feel that you are accepted in the workplace at UNH? | |
| Yes | 72.5 (58) |
| Somewhat | 26.3 (21) |
| No | ----- |
| Have you experienced discrimination at work at UNH based on disability? | |
| Yes | 16.5 (13) |
| Do you know how to file a complaint at UNH about job discrimination based on disability? | |
| Yes | 55.6 (45) |
| Do you believe that UNH does an effective job of responding to complaints and concerns about job problems or discrimination based on a disability? | |
| Yes | 42 (34) |
| No | 12.3 (10) |
| Don't know | 45.7 (37) |
| Have you experienced any harassment or similar unfair treatment at work because you have a disability? | |
| Yes | 13.9 (11) |

The comments that followed questions on discrimination and harassment reflect the variability in scope and perception of discrimination.

- *“The discrimination can be very subtle -- asking for assistance is considered a show of weakness, for example. Declaring a disability immediately calls into question your ability to perform your job, even when performance has been excellent prior to the disclosure.”*
- *“It's not so much that people with disabilities are harassed but that the university overall makes no effort to accommodate them fully or to push an inclusive perspective. The standard or norm ignores disabilities and sees it as a problem that must be worked around.”*

In addition to the comments on discrimination and harassment, a few employees wrote of their workplace being welcoming, helpful, supportive, etc. For example:

- *“My fellow employees and supervisor have been very supportive thus enabling me to continue working when otherwise I would not have been able to. Thanks UNH!”*
- *“Dining Services in my observation goes above and beyond to help those with disabilities with employment and ensure a safe place to enjoy meals.”*

Knowledge of disability issues, resources, and policies

A majority of all employees felt that they are “somewhat” knowledgeable on workplace disability issues (see Table 8). Not surprisingly, employees with disabilities report believing they are more knowledgeable on workplace disability issues relative to employees without disabilities.

- *“I know a staff member working here for 30+ years with an obvious (to me) reading disability; this person has a desk job, and consistently received poor to fair job performance reviews. Supervisors never questioned the situation or suggested help. They were clueless and made fun.”*
- *“More awareness programs - lunchtime panels, authors, training of supervisors on language to use and avoid.”*

As shown in Table 9, a majority of all respondents are aware of the employment provisions of the Americans with Disabilities Act (ADA), as well as the rights and responsibilities of employees at UNH with nearly 70% reporting being aware of each. Just over 60% of respondents are aware of where to find UNH policies and guidelines on job accommodations and employees' rights and responsibilities if injured on the job.

| Table 9: Awareness of workplace disability resources: Valid Percent (N) | | | |
|---|------------------------------------|--------------------------------------|---|
| | All respondents (Total) | Respondents with a disability | Respondents without a disability |
| Are you aware of the employment provisions of the Americans with Disabilities Act (ADA)? | | | |
| Yes | 69.3 (484) | 76.3 (61) | 68.4 (423) |
| No | 30.7 (214) | 23.8 (19) | 31.6 (195) |
| Do you know where to find information about the rights and responsibilities of employees with disabilities at UNH? | | | |
| Yes | 67.6 (472) | 67.5 (54) | 67.6 (418) |
| No | 32.4 (226) | 32.5 (26) | 32.4 (200) |
| Do you know where to find UNH's policies and guidelines on job accommodations for faculty and staff with disabilities? | | | |
| Yes | 63.1 (439) | 65 (52) | 62.8 (387) |
| No | 36.9 (257) | 35 (28) | 37.2 (229) |
| Do you know what an employee's rights and responsibilities are if injured on the job? | | | |
| Yes | 61.4 (429) | 68.8 (55) | 60.4 (374) |
| No | 38.6(270) | 31.3 (25) | 39.6 (245) |
| <i>None of the differences between respondents with disabilities and those without are statistically significant and therefore Chi2 statistics are not reported here.</i> | | | |

- *“It's obvious from my answers that I do not have knowledge of what is available for people with disabilities. That may be in part due to the fact that my employer department does not have any people with disabilities on staff. However, it seems to me that it would be wise to ensure that all staff and faculty receive some basic information about what UNH does or offers for people with disabilities.”*

| Table 10: From the following list of UNH units, please check the ones you are knowledgeable about (check as many as apply): | |
|--|---|
| <i>UNH Unit</i> | <i>Valid percent knowledgeable about unit (N)</i> |
| <i>Affirmative Action and Equity Office - EEOC/ADA Compliance Officer</i> | 65.8 (459) |
| <i>Bias Response Team</i> | 15.9 (111) |
| <i>Employee Assistance Program</i> | 73.9 (516) |
| <i>Counseling Center</i> | 69.5 (485) |
| <i>Environmental Health and Safety</i> | 55.6 (388) |
| <i>Disability Services for Students (Only reporting on Durham employees)</i> | 57.7 (363) |
| <i>Academic Counseling (Only reporting on Manchester employees)</i> | 78.7 (48) |
| <i>Health Services</i> | 78.5 (548) |
| <i>Human Resources</i> | 87.5 (611) |
| <i>Institute on Disability</i> | 49.1 (343) |
| <i>President's Commission on the Status of People with Disabilities</i> | 37.2 (260) |
| <i>I do not have knowledge about any of these</i> | 1.6 (11) |

In general, a majority of employees report being aware of many of the UNH units listed (see Table 10). Some respondents reported that though they are not aware of the units listed they feel confident they could find them. Respondents wrote:

- *“I am slightly knowledgeable about some of these, as I have occasionally dealt with one office or another. Of course there is much more that I could know, but then I feel I can easily find out what I might need to know as the occasion warrants.”*
- *“I do not know anything specifically about the programs on the previous question, but if I ever needed to get the information, I am pretty sure I could find it online or through someone here at the university.”*

Accommodations

Just over half of the respondents with disabilities know how to request a job accommodation (see Table 11).

- *“In regards to physical disabilities I believe UNH is making great strides to assist those individuals to be successful both in the classroom and workplace. In regards to mental disabilities I believe that UNH can do more to assist those individuals to be successful both in the classroom and workplace.”*
- *“Assumptions are made when hiring that certain things (good vision, for example) are part of a job's requirements, when, in fact, an accommodation could perhaps be made to make that a non-issue.”*
- *“It wouldn't be comfortable to always have to ask for accommodations. We should work to make sure some things are done more seamlessly. At a movie theater or a sports arena there is always space available for people in wheelchairs. Dining halls and meeting rooms should think about their layout.”*

| Table 11: Accommodations and Transportation: Asked only of respondents who reported having a disability | |
|--|---------------------------|
| | Valid % reporting Yes (N) |
| Do you know how to request a job accommodation based on a disability? | 53.8 (43) |
| Does the availability of parking negatively affect your ability to do your job? | 24.1 (19) |
| Does the availability of accessible transportation negatively affect your ability to do your job? | 12.5 (10) |

Less than a quarter of respondents with disabilities feel that the availability of parking negatively impacts their ability to do their job (see Table 11). Of the respondents with disabilities, 12.5% reported the availability of accessible transportation negatively affects their ability to do their job. Comments below reflect the frustrations of parking on campus as well as praise for accessible transportation.

- *“If one needs a disabled parking slot, one must arrive early in the day to get something remotely close to one's work space.”*
- *“I couldn't do my job without the excellent transportation service. This service merits all praise.”*
- *“I was impressed to hear that there is a vehicle service to bring students with injuries to class (my work study was injured once). It is still hard for students with disabilities to get around campus, but as the years go by, buildings become more and more accessible.”*

**Table 12: Disclosure to supervisor. Asked only of respondents who reported having a disability:
Percent (no actual number of people given here because of small cell sizes)**

| Have you told (self-identified) your supervisor that you have a disability? | |
|---|------|
| Yes | 67.5 |
| If you have not self-identified to your supervisor, please explain why (check as many as apply): | |
| <i>I do not want anyone to know</i> | 30.8 |
| <i>I do not know the protocol for how to self-identify</i> | 15.4 |
| <i>I do not need accommodations</i> | 69.2 |
| <i>I am concerned if I do it will negatively affect me</i> | 38.5 |

Just fewer than 70% of the respondents with disabilities reported having disclosed their disability to a manager or supervisor. Among those who did not disclose, nearly 40% did not disclose because they are concerned with the negative implications. Due to small cell sizes we are not able to examine the different job status (faculty/staff) of those who chose to disclose and those who did not. Some of the comments suggest there may be differences among those with tenure and the non-tenured faculty and staff.

- “...I think staff and non-tenured faculty fear to disclose they have any impairments that are not obvious to the naked eye.”
- “I am registered as handicapped by the State of New Hampshire for bi-lateral carpal tunnel. I am able to lift a certain amount of weight, am able to drive, type, eat etc. However, I have nerve damage and need ergonomic equipment to type or other repetitive work. I experienced an injury at work lifting boxes too heavy for my body whereby I severed a tendon. I am required to have surgery to remove the damaged tendon because it catches when I bend my wrist in any direction. I am too afraid I will lose my job even though it falls under the compensation laws. I've witnessed enough and heard about unfair practices by department supervisors toward Operating Staff to be leery of using my rights for recovery.”
- “I think that people at UNH and beyond have a lack of understanding on what it means to have a learning disability. That's why I avoid mentioning I have one because they don't know what to do with it. I also don't share that I have a disability with my co-workers in fear that I will be judged. I haven't found my work environment to be supportive of such differences. I did tell my boss recently and I am not sure she knows what to do with the information and hasn't mentioned it since our previous talk. I'm not looking for accommodations at this point, just understanding.”

| Table 13: Workplace and Job Duty Modifications- Asked only of respondents who reported having a disability: Percent (N) | |
|--|------------------------------|
| | Valid % (N) reporting yes |
| Do you believe that your job performance would improve if you received a workplace modification (for example, an ergonomic keyboard or chair) based on your disability? | 35.9 (28) |
| Have you ever asked for a modification of your workplace based on disability? | 39.5 (32) |
| Did you receive the modification of your workplace? | 96.9 (31) |
| Do you believe that your job performance would improve if your job duties were modified based on a disability? | 27.5 (22) |
| Have you ever asked for a modification of your UNH job duties based on your disability? | 22.2 (18) |
| Did you receive the modification to your UNH job duties? | 88.2 (15) |

Nearly 40% of employees with disabilities have asked for a workplace modification (ergonomic keyboard, chair, etc.) and 96.9% of those who asked received a modification to their workplace. 22.2% have asked for a modification of job duties and 88.2% of those received a modification to their job duties (see Table 13). Reasons for not requesting accommodations are suggested in the respondents' comments. The question as written did not reflect how many times the request was made, if the request were initially turned down or if the employee received the specific accommodation requested. From the comments that followed these questions, it is clear that some employees asked multiple times for the accommodation or were offered what they deemed to be inappropriate accommodations instead.

- *“When I first asked for an accommodation, I was turned down. Not having the accommodation exacerbated my condition, and later I was provided with the accommodation. Things have been going well since then.”*
- *“accommodations that were not suitable to the work environment.”*
- *“Disability accommodations not met in a timely manner. Nonacceptance: “Bad talk” or gossip about disabled employee.”*
- *“I am blind; I applaud the efforts at reasonable accommodation.”*
- *“In my office, I don't think old equipment such as chairs or desks are considered important enough to review often. I see many situations in my office where people are using broken chairs, desks or chairs that are not “fit” for them but they don't buy any new ones because they say their supervisors say “it's not in the budget.” These employees are in pain in some instances because they aren't sitting right all day because of a broken chair or chair that doesn't fit them. These employees are afraid to say anything and continue to live in pain and fear they may lose their job if they “complain”.”*

Manchester- Highlighting campus differences

The survey focused on two UNH campuses: Durham and Manchester. While just over 2% of UNH faculty and staff are employed at Manchester, nearly 9% of our sample is employed at the Manchester campus (see Table 2). Given that a disproportionate number of Manchester employees responded, in this section we highlight the differences across campuses on issues like accessibility and training that are likely to be campus specific. Since the number of respondents on the Manchester campus is still small relative to Durham, we cannot break down questions by campus and disability status, the cells become too small to report on. Instead, below we highlight some of the differences between Manchester and Durham in accessibility, training, workplace attitudes/climate, and knowledge of disability issues.

Demographics and sample notes

A higher proportion of respondents from Manchester reported having a disability (18%) relative to their colleagues in Durham (10.5%) though these differences are not statistically significant. Manchester employees are also more likely to report that they have coworkers with disabilities with 55% reporting they have coworkers with disabilities in Manchester compared to 39.7% in Durham. Also, a higher percent of faculty responded in Manchester (34.4%) relative to Durham (17.4%). These differences might be due to the way the survey was distributed as well as the different physical layouts of the two campuses. UNH Manchester is primarily located in one large, historic mill building. Additional space is leased in a second building and houses the Office of Undergraduate Admissions and the Graduate School Manchester Campus. The relatively small size and frequent interactions among faculty and staff likely contribute to improved communication in the workplace.

Accessibility

Manchester respondents rated physical, sensory, and overall access more highly than did Durham respondents. Among Manchester respondents, 70% rated the overall accessibility of campus as excellent or good relative to 47.5% of Durham respondents rating the campus in the same way. There were no differences in technological accessibility between the two campuses. This makes sense because Durham and Manchester share technology systems. Below are comments specific to accessibility on the Manchester campus.

- *“ALL doors to all public spaces should have wheelchair accessible access. Not sure all in Manchester do.”*
- *“Cannot access UNHM from the front of the building as there are only stairs. If one is in the Annex, they need to get themselves around to the back entrance. This is not easy to do unless someone drives you there.”*
- *“The parking spaces at UNHM need serious attention. It's ironic that the surface is so uneven in those spaces.”*
- *“There is really only one staircase, and one elevator at 400 Commercial St. It is unclear to me what is to be done if there was a fire, which there was 3 weeks ago, and what the procedures are.”*

Training

Respondents on the Manchester campus are more likely to have been offered trainings on working with people with disabilities with nearly 50% responding they had been offered training compared to just over 30% on the Durham campus. Manchester employees are also more likely to participate in these trainings with 38.1% of Manchester employees and 23.6% of Durham employees participating in trainings (see Table 14).

| Table 14: Training opportunities regarding working with people with disabilities: Percent (N) | | | | |
|---|--------------------------------|----------------------------------|------------------------------|------------------------|
| | All respondents (Total) | Respondents at Manchester | Respondents at Durham | Chi² |
| Have you been <u>offered</u> any training about working with people with disabilities at UNH? | | | | 8.88** |
| Yes | 32.2 (221) | 49.2 (30) | 30.5 (191) | |
| No | 67.8 (466) | 50.8 (31) | 69.5 (435) | |
| Have you <u>participated</u> in any training about working with people with disabilities at UNH? | | | | 4.67* |
| Yes | 24.7 (170) | 36.1 (22) | 23.6 (148) | |
| No | 75.3 (519) | 63.9 (39) | 76.4 (480) | |
| *** indicates $p < .001$ | | ** indicates $p < .01$ | * indicates $p < .05$ | |

- *“I do not think there is much focus on staff or faculty with disabilities, but I believe UNH Manchester does a great job of distributing information and being accessible about working with students with disabilities.”*

Workplace Attitudes and Climate, Knowledge of disability issues

There were no differences among Durham and Manchester employees regarding how accepted and valued employees with disabilities are in the workplace. Nor were there any differences among Durham and Manchester employees on any of the questions relating to knowledge of disability issues.

Summary of campus differences

The differences between Manchester and Durham seem to center on accessibility and training. Employees at Manchester report higher accessibility ratings as well as more training opportunities around working with people with disabilities.

What are we doing well?

We did not ask a question about what UNH is doing well but many respondents volunteered favorable comments. On numerous occasions employees cited the inherent challenges of being in the Northeast and on a historic campus. Many of the positive comments surround what is currently being changed, and look to the future. Examples of these comments can be found throughout the report. Of particular note are the comments praising the sensitivity and commitment to providing quality services to people with disabilities displayed by Transportation and Dining Services.

LIMITATIONS

There are a number of things that can be considered limitations and could be improved for future research endeavors on this topic. First, contacting respondents through their managers was not ideal and prevents us from calculating a true response rate. Relying on managers to pass along the survey is less reliable than directly contacting the survey participants.

The follow-up emails sent to managers served as reminders that the survey was open but did not explicitly ask the managers to resend the survey request and reminder to all employees. It is likely that some managers saw the email reminder and did not send it on if they had sent it the first time (therefore serving only as a reminder for the managers and not for individual employees).

Since this is the first survey of this kind at UNH, people may be reaching far back in time in answering the questions. This study did not ask at what point in time the respondent was referring to. Future surveys should include time boundaries on the questions (e.g. in the last year, in the last 5 years, etc.). In addition, the questions did not allow the respondent to answer about more than one disability. For example, we were unable to capture a respondent who has multiple disabilities but has only disclosed one disability to a supervisor. Future work should allow for respondents to answer on as many disabilities as they disclose and not limit the questions to one disability.

RECOMMENDATIONS

One of the primary goals of this survey project was to collect information so that the Commission can develop programs and initiatives that address access for and acceptance of employees with disabilities at UNH. With this goal in mind, we respectfully submit the following recommendations:

1. Increase participation of people with disabilities in the planning and design phases of new or renovated physical spaces, programs and events based on a review of current practices.
2. More than 40% of respondents rated campus accessibility as fair or poor. To address this issue we recommend the following:

- a. Evaluate the walkways, reduce or eliminate uneven paths. Develop policies that address obstacles on the pathways including vehicles, bicycles and skateboards, and a means of enforcing them.
 - b. Evaluate all new construction and renovation projects to ensure that the acoustics of the room reduce or eliminate ambient noise.
 - c. Provide more education and training around the the use of amplification and assistive listening devices.
3. While the University does provide a range of training opportunities, only 25% of respondents have participated in such trainings. The University as a community, including managers, faculty, staff, and students can benefit from more training and information. While many employees have attended trainings, the overall comments indicated that they could use more training and information. A new training program, Foundations of Supervision, is now required of all supervisors with one or more direct reports. Other existing management training programs including Managing @ UNH and Supervising @ UNH are targeted programs that reach a limited audience. Foundations of Supervision includes an overview of the employment provisions of the ADA. However, all employees, not just those in supervisory positions, need more information about their rights and responsibilities about workplace accommodations. We recommend the following training initiatives:
 - a. Disability in general (relating to employees and students) including a broad understanding of what disability is and where to find more information on specific forms of disability. With this should be training on person-first language and general sensitivity training. Understanding was a main theme that came out as an area at UNH that could be improved. Many of the employees noted that they would like to see better understanding of disability in order to feel more accepted and more comfortable.
 - b. Collaborate with the EEO/ADA Compliance Officer to review information and training currently available to employees concerning their rights and responsibilities about workplace accommodations. Make recommendations on content and distribution of the information based on the review. Possible topics include but are not limited to:
 - i. For managers: how to handle requests; how to create a safe environment for disclosure (to make sure employees don't fear negative consequences of disclosure) and accommodation requests. Develop guidelines for supervisors to use when approached by an employee about an accommodation.
 - ii. For employees: how to make requests, deciding what a reasonable request is and the best way to make that request, how to file a complaint. Only 55.6% of respondents with a disability report that they know how to file a complaint about job discrimination based on disability.
4. Refer the very specific concerns raised by UNH Manchester to the UNH Manchester HR partner and Facilities Maintenance manager.

The Commission for the Status of People with Disabilities is currently working on some of the recommendations brought up in this survey. The Commission on the Status of People with Disabilities is divided into three working groups: Physical Access, Programming, and Communications. The recommendations contained in this report will be referred to the appropriate group for action.

FOLLOW UP WORK

Ideally, this survey will be repeated every 3-4 years to gauge the number of employees with disabilities and also to determine any changes in accessibility and climate. Many of the respondents wrote about student issues as well as faculty and employee issues. We recommend that a survey with similar themes targeted at students be done to better understand where UNH stands on these issues among students.

No respondents took the survey in Spanish or requested a paper version. In future surveys, we recommend offering a paper alternative for participants but not a Spanish version. In addition, we recommend that the Commission revisit directed communication as a means of distributing the survey to respondents.

APPENDICES

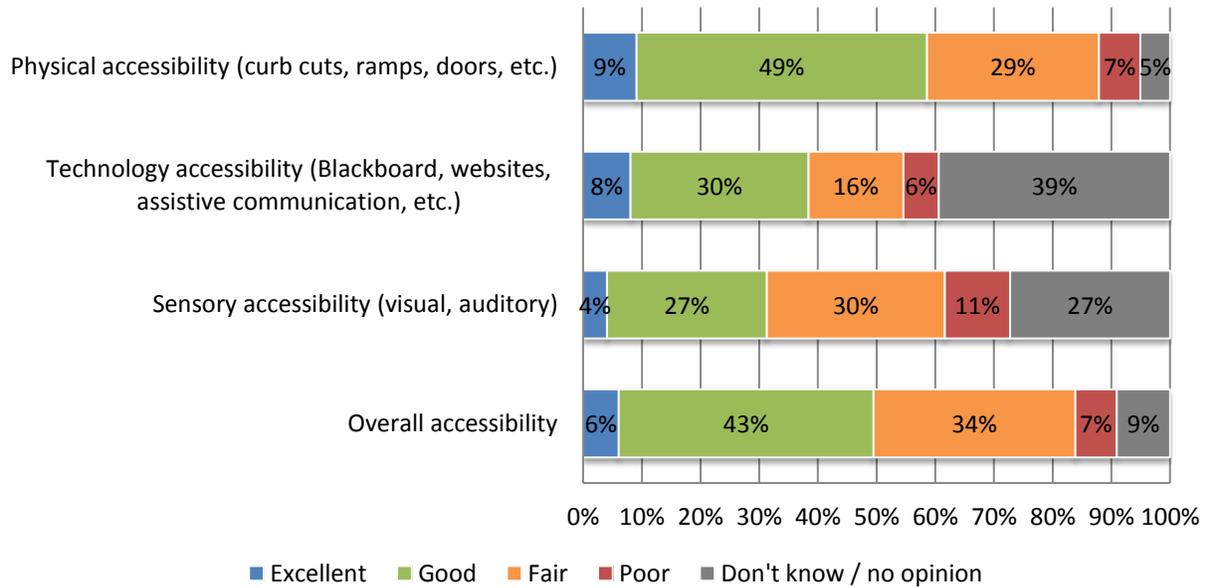
President's Commission on the Status of People with Disabilities

Prepared by:

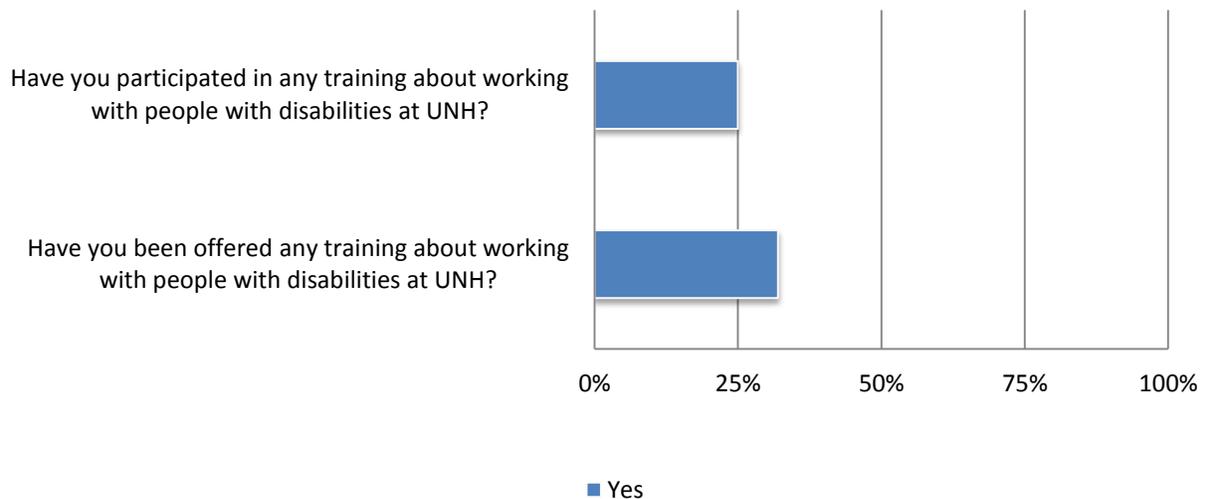
Robert Tobin
Tracy A. Kearns, M.A.
Andrew E. Smith, Ph.D.

December, 2011

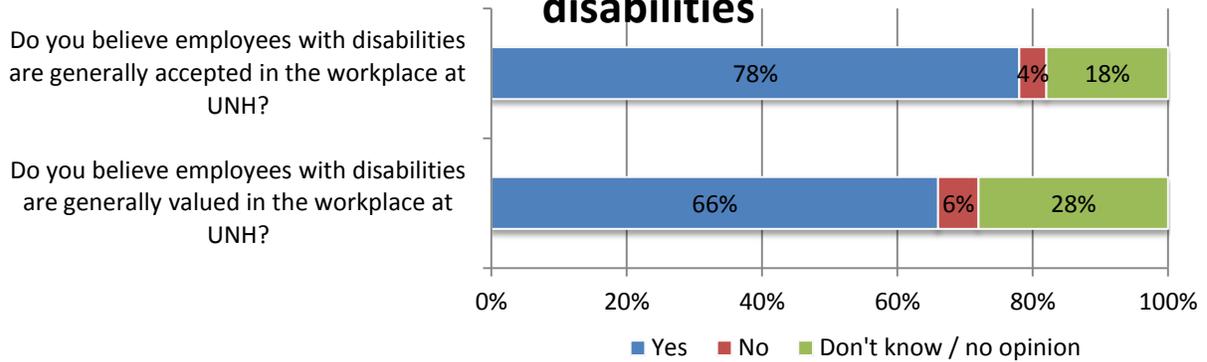
Please rate the following types of accessibility on campus for people with disabilities



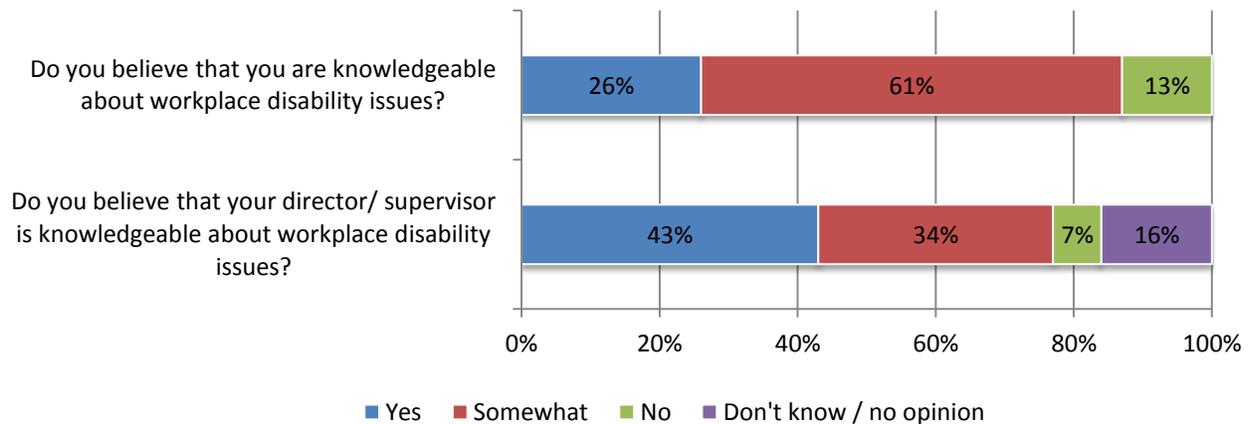
Training About Working With People with Disabilities



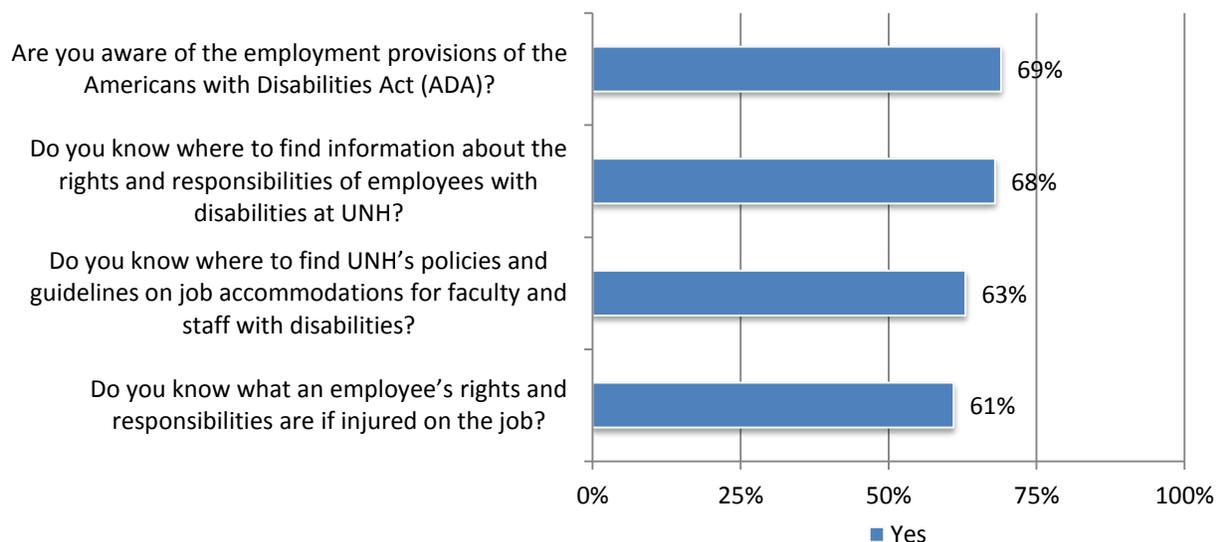
Workplace Attitudes Toward Employees with disabilities



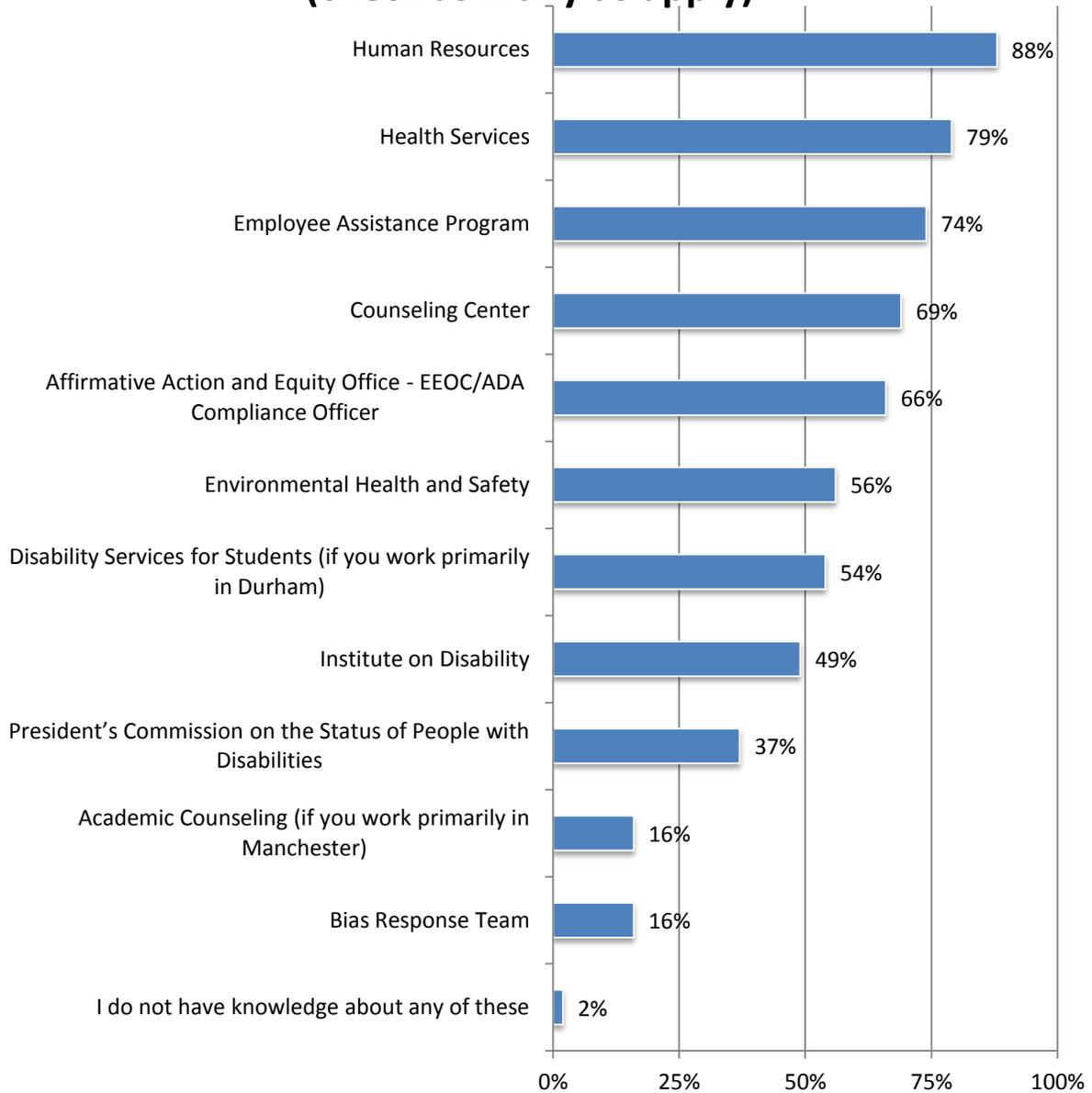
Knowledge About Workplace Disability Issues



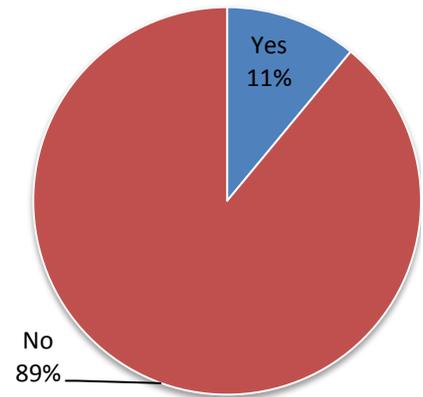
Awareness of Workplace Disability Resources



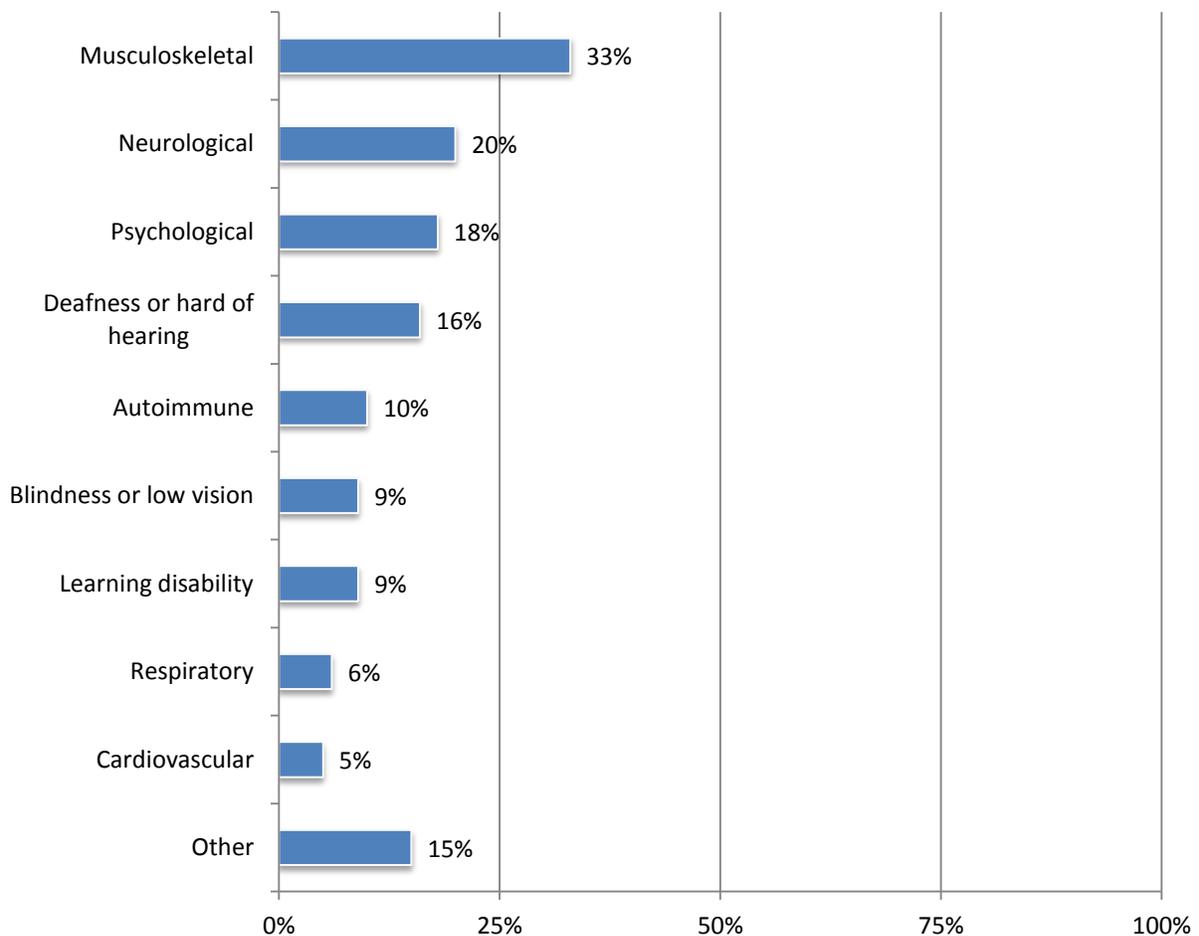
**From the following list of UNH units, please
check the ones you are knowledgeable about
(check as many as apply)**



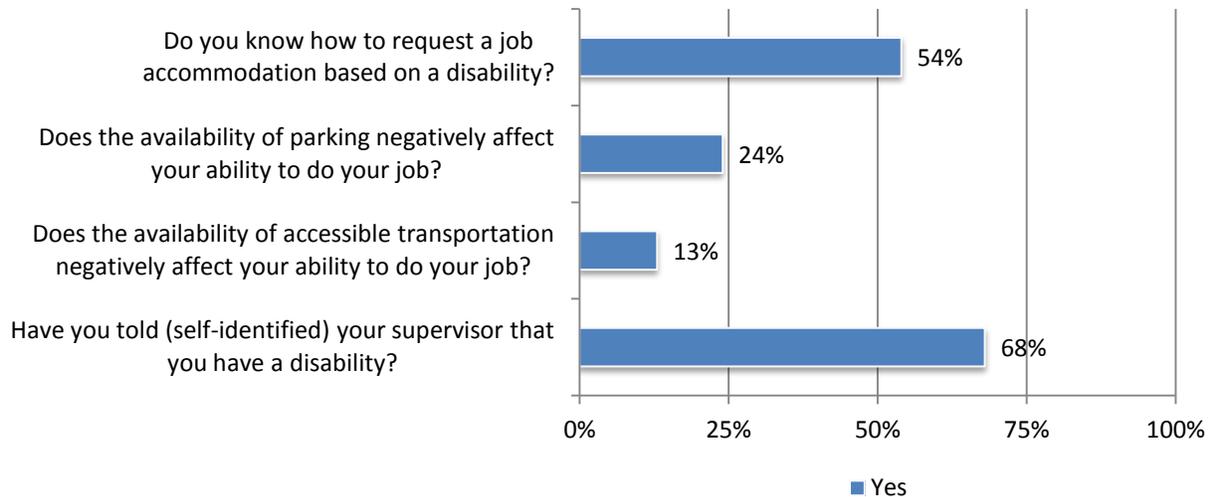
Do you consider yourself a person with a disability?



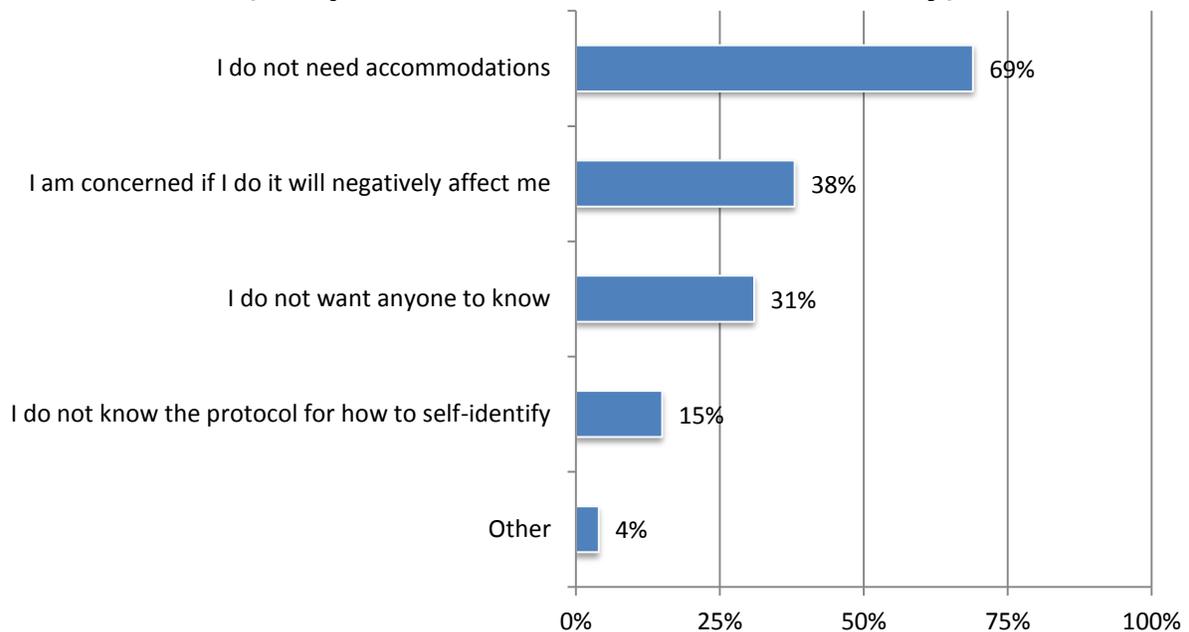
Which conditions most accurately categorize your disability? (Respondents with a disability Only)



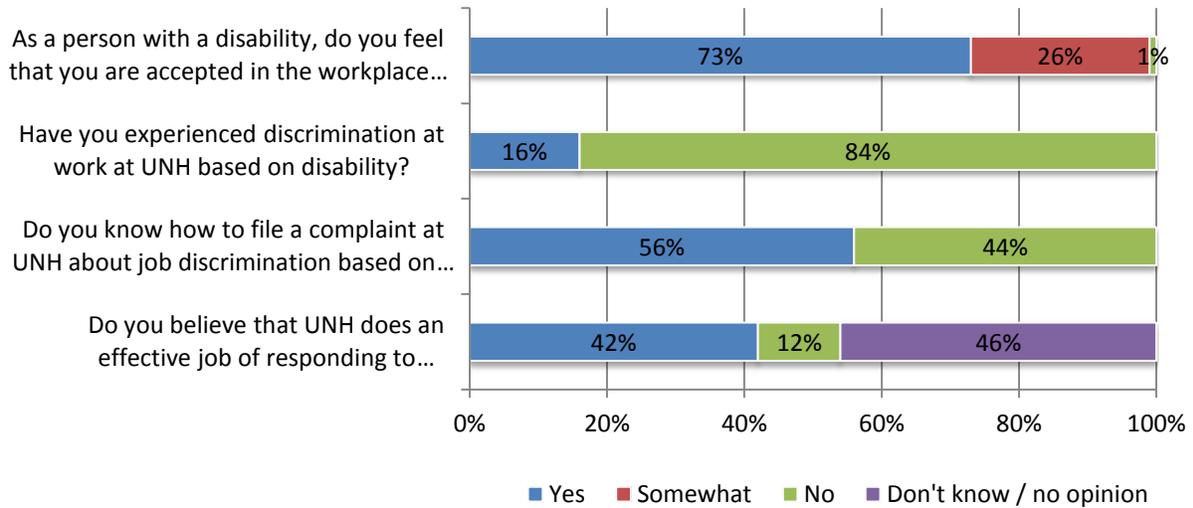
Accommodations and Transportation (Respondents with Disabilities Only)



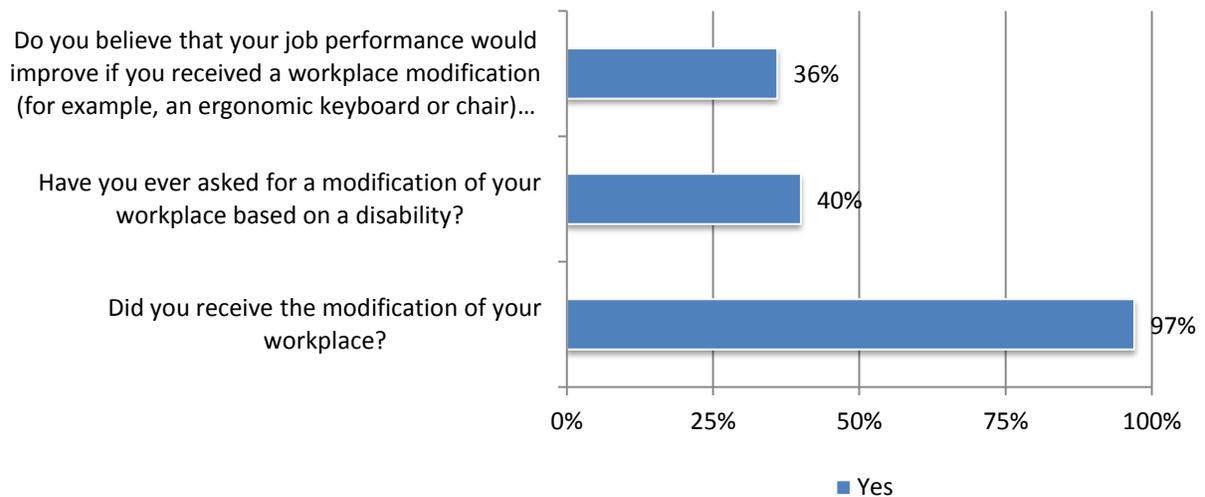
If you have not self-identified to your supervisor, please explain why (check as many as apply). (Respondents with Disabilities Only)



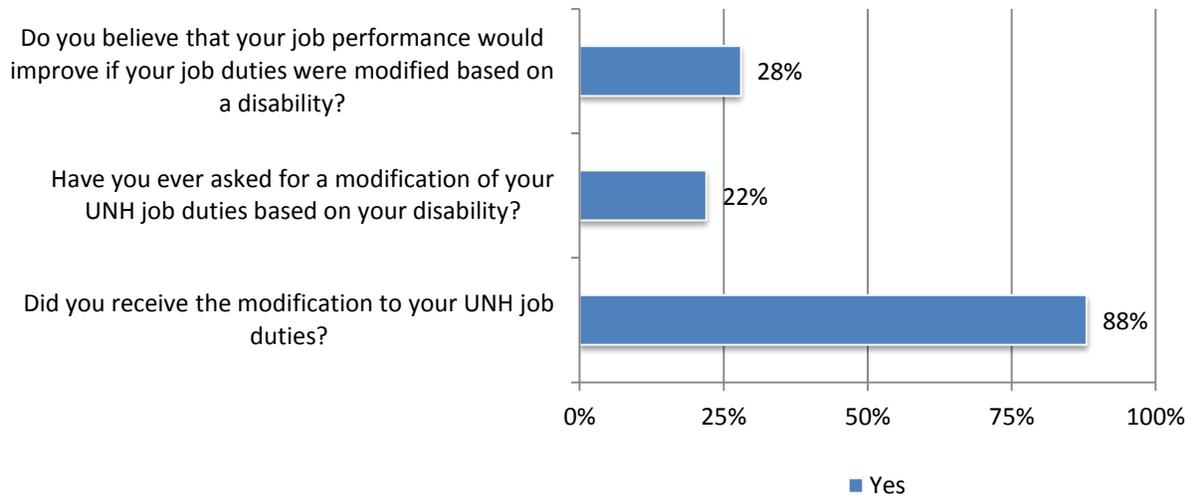
Discrimination in the Workplace (Respondents with Disabilities Only)



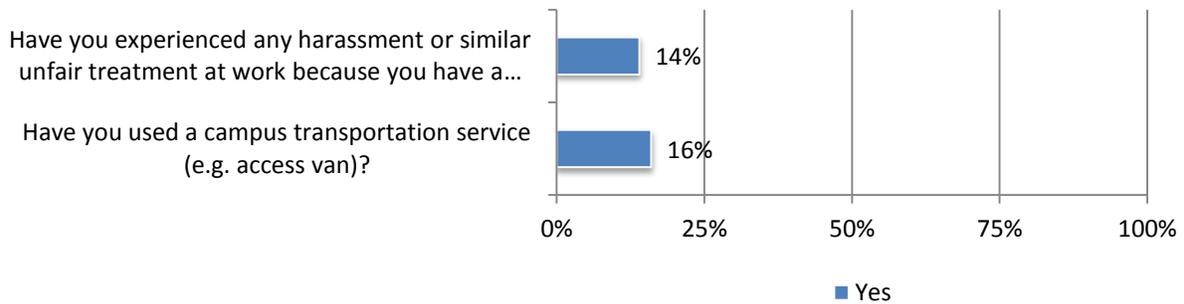
Workplace Modifications (Respondents with Disabilities Only)



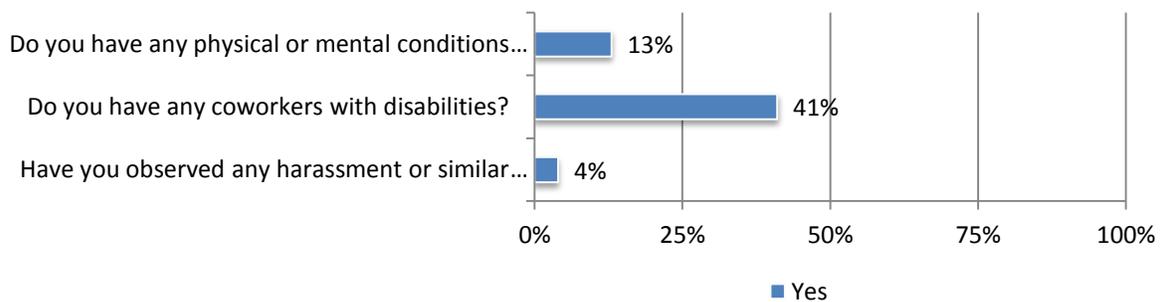
Job Duty Modifications (Respondents with Disabilities Only)



Other Questions (Respondents with Disabilities Only)



Other Questions (All Respondents)



Appendix A
Detailed Tabular Results

Q9.a: "How would you rate physical accessibility (curb cuts, ramps, doors, etc.) of the campus for people with disabilities?"

| | Excellent | Good | Fair | Poor | Don't Know / No Opinion | Number Responding |
|---------------------------------------|-----------|------------|------------|-----------|----------------------------|----------------------|
| UNH FACULTY AND STAFF | 9% | 49% | 30% | 7% | 5% | 698 |
| Employee Type | | | | | | |
| Faculty | 7% | 48% | 27% | 11% | 7% | 131 |
| Staff | 10% | 49% | 30% | 6% | 5% | 558 |
| Employee Status | | | | | | |
| Full-Time | 9% | 49% | 30% | 7% | 5% | 633 |
| Part-Time | 15% | 50% | 23% | 6% | 6% | 62 |
| Benefitted Employee | | | | | | |
| Yes - Benefits | 8% | 49% | 30% | 7% | 6% | 629 |
| No - No Benefits | 15% | 47% | 27% | 6% | 5% | 66 |
| Gender | | | | | | |
| Female | 8% | 47% | 33% | 8% | 5% | 485 |
| Male | 12% | 55% | 22% | 3% | 7% | 209 |
| Campus | | | | | | |
| Manchester | 16% | 62% | 13% | 5% | 3% | 61 |
| Durham | 9% | 47% | 31% | 7% | 6% | 629 |
| Age | | | | | | |
| 30 or Younger | 12% | 46% | 30% | 10% | 1% | 105 |
| 31 - 40 | 5% | 42% | 31% | 10% | 11% | 97 |
| 41 - 50 | 11% | 46% | 32% | 7% | 4% | 167 |
| 51 - 60 | 10% | 51% | 28% | 5% | 6% | 247 |
| 61 or older | 5% | 58% | 29% | 5% | 3% | 77 |
| Enrolled in Degree Program | | | | | | |
| Yes - Enrolled | 9% | 48% | 32% | 7% | 5% | 82 |
| No - Not Enrolled | 9% | 49% | 29% | 7% | 6% | 613 |
| Length of UNH Employment | | | | | | |
| Less Than 1 Year | 11% | 45% | 31% | 7% | 5% | 55 |
| 1 - 3 Years | 9% | 53% | 24% | 9% | 5% | 100 |
| 4 - 6 Years | 9% | 42% | 33% | 10% | 6% | 100 |
| 7 - 10 Years | 9% | 47% | 33% | 8% | 4% | 113 |
| 11 - 15 Years | 8% | 46% | 32% | 4% | 10% | 102 |
| 16 - 25 Years | 9% | 58% | 25% | 5% | 3% | 113 |
| More Than 25 Years | 11% | 48% | 30% | 5% | 6% | 113 |
| Disability Status | | | | | | |
| Considers Self to have disability | 8% | 51% | 26% | 13% | 3% | 80 |
| Considers Self to not have disability | 9% | 49% | 30% | 6% | 6% | 618 |
| Number of Disabilities | | | | | | |
| No Disability | 9% | 49% | 30% | 6% | 6% | 618 |
| Single Disability | 5% | 58% | 21% | 12% | 4% | 57 |
| Multiple Disabilities | 13% | 35% | 39% | 13% | 0% | 23 |
| Type of Disability | | | | | | |
| Sensory Disability | 5% | 55% | 30% | 5% | 5% | 20 |
| Psychological Disability | 11% | 47% | 42% | 0% | 0% | 19 |
| Physiological Disability | 8% | 46% | 31% | 15% | 0% | 13 |
| Other Disability | 12% | 47% | 22% | 16% | 2% | 49 |

Q9.b: "How would you rate sensory accessibility (visual, auditory) of the campus for people with disabilities?"

| | Excellent | Good | Fair | Poor | Don't Know / No Opinion | Number Responding |
|---|-----------|------------|------------|------------|----------------------------|----------------------|
| UNH FACULTY AND STAFF | 4% | 28% | 30% | 11% | 28% | 694 |
| Employee Type | | | | | | |
| Faculty | 3% | 22% | 32% | 15% | 28% | 130 |
| Staff | 4% | 29% | 29% | 10% | 28% | 555 |
| Employee Status | | | | | | |
| Full-Time | 4% | 27% | 30% | 11% | 28% | 630 |
| Part-Time | 5% | 33% | 34% | 8% | 20% | 61 |
| Benefitted Employee | | | | | | |
| Yes - Benefits | 4% | 27% | 30% | 11% | 29% | 626 |
| No - No Benefits | 6% | 32% | 34% | 9% | 18% | 65 |
| Gender | | | | | | |
| Female | 3% | 26% | 30% | 12% | 30% | 484 |
| Male | 6% | 32% | 30% | 9% | 22% | 207 |
| Campus | | | | | | |
| Manchester | 8% | 38% | 33% | 7% | 15% | 61 |
| Durham | 4% | 27% | 30% | 11% | 29% | 625 |
| Age | | | | | | |
| 30 or Younger | 5% | 35% | 28% | 14% | 18% | 103 |
| 31 - 40 | 2% | 22% | 28% | 12% | 36% | 98 |
| 41 - 50 | 4% | 26% | 34% | 14% | 21% | 166 |
| 51 - 60 | 4% | 27% | 31% | 7% | 31% | 245 |
| 61 or older | 4% | 30% | 23% | 10% | 32% | 77 |
| Enrolled in Degree Program | | | | | | |
| Yes - Enrolled | 2% | 23% | 38% | 14% | 22% | 81 |
| No - Not Enrolled | 4% | 28% | 29% | 11% | 28% | 610 |
| Length of UNH Employment | | | | | | |
| Less Than 1 Year | 2% | 38% | 11% | 22% | 27% | 55 |
| 1 - 3 Years | 5% | 29% | 33% | 12% | 21% | 98 |
| 4 - 6 Years | 3% | 27% | 28% | 13% | 30% | 101 |
| 7 - 10 Years | 5% | 24% | 30% | 8% | 32% | 112 |
| 11 - 15 Years | 3% | 25% | 34% | 9% | 29% | 102 |
| 16 - 25 Years | 4% | 33% | 31% | 9% | 23% | 113 |
| More Than 25 Years | 4% | 23% | 33% | 10% | 30% | 111 |
| Disability Status | | | | | | |
| Considers Self to have a disability | 4% | 34% | 30% | 11% | 20% | 79 |
| Considers Self to NOT have a disability | 4% | 27% | 30% | 11% | 28% | 615 |
| Number of Disabilities | | | | | | |
| No Disability | 4% | 27% | 30% | 11% | 28% | 615 |
| Single Disability | 4% | 35% | 28% | 12% | 21% | 57 |
| Multiple Disabilities | 5% | 32% | 36% | 9% | 18% | 22 |
| Type of Disability | | | | | | |
| Sensory Disability | 0% | 35% | 25% | 20% | 20% | 20 |
| Psychological Disability | 5% | 32% | 37% | 5% | 21% | 19 |
| Physiological Disability | 8% | 33% | 33% | 8% | 17% | 12 |
| Other Disability | 6% | 33% | 35% | 8% | 17% | 48 |

Q9.c: "How would you rate the technology accessibility (Blackboard, websites, assistive communication, etc.) of the campus for people with disabilities?"

| | Excellent | Good | Fair | Poor | Don't Know / No Opinion | Number Responding |
|---|-----------|------------|------------|-----------|----------------------------|----------------------|
| UNH FACULTY AND STAFF | 8% | 30% | 16% | 6% | 40% | 696 |
| Employee Type | | | | | | |
| Faculty | 6% | 31% | 11% | 14% | 37% | 131 |
| Staff | 8% | 30% | 17% | 4% | 40% | 556 |
| Employee Status | | | | | | |
| Full-Time | 8% | 29% | 15% | 6% | 41% | 631 |
| Part-Time | 10% | 39% | 21% | 0% | 31% | 62 |
| Benefitted Employee | | | | | | |
| Yes - Benefits | 8% | 29% | 15% | 6% | 42% | 627 |
| No - No Benefits | 11% | 44% | 24% | 2% | 20% | 66 |
| Gender | | | | | | |
| Female | 7% | 31% | 16% | 6% | 40% | 485 |
| Male | 10% | 29% | 16% | 6% | 39% | 207 |
| Campus | | | | | | |
| Manchester | 11% | 38% | 15% | 5% | 31% | 61 |
| Durham | 8% | 29% | 16% | 6% | 41% | 627 |
| Age | | | | | | |
| 30 or Younger | 10% | 38% | 19% | 7% | 26% | 105 |
| 31 - 40 | 6% | 26% | 20% | 8% | 40% | 97 |
| 41 - 50 | 8% | 32% | 18% | 7% | 36% | 165 |
| 51 - 60 | 8% | 27% | 11% | 5% | 49% | 247 |
| 61 or older | 9% | 34% | 19% | 4% | 34% | 77 |
| Enrolled in Degree Program | | | | | | |
| Yes - Enrolled | 10% | 35% | 24% | 1% | 29% | 82 |
| No - Not Enrolled | 8% | 30% | 15% | 7% | 41% | 611 |
| Length of UNH Employment | | | | | | |
| Less Than 1 Year | 13% | 29% | 13% | 13% | 33% | 55 |
| 1 - 3 Years | 6% | 33% | 24% | 5% | 32% | 100 |
| 4 - 6 Years | 8% | 28% | 24% | 9% | 30% | 99 |
| 7 - 10 Years | 6% | 31% | 12% | 9% | 42% | 113 |
| 11 - 15 Years | 9% | 32% | 10% | 3% | 47% | 101 |
| 16 - 25 Years | 8% | 29% | 12% | 4% | 47% | 113 |
| More Than 25 Years | 9% | 29% | 16% | 3% | 43% | 113 |
| Disability Status | | | | | | |
| Considers Self to have a disability | 11% | 45% | 18% | 9% | 18% | 80 |
| Considers Self to not have a disability | 8% | 28% | 16% | 6% | 43% | 616 |
| Number of Disabilities | | | | | | |
| No Disability | 8% | 28% | 16% | 6% | 43% | 616 |
| Single Disability | 7% | 47% | 14% | 12% | 19% | 57 |
| Multiple Disabilities | 22% | 39% | 26% | 0% | 13% | 23 |
| Type of Disability | | | | | | |
| Sensory Disability | 5% | 35% | 15% | 10% | 35% | 20 |
| Psychological Disability | 16% | 37% | 26% | 11% | 11% | 19 |
| Physiological Disability | 15% | 46% | 31% | 0% | 8% | 13 |
| Other Disability | 16% | 45% | 20% | 4% | 14% | 49 |

Q9.d: "How would you rate the overall accessibility of the campus for people with disabilities?"

| | Excellent | Good | Fair | Poor | Don't Know / No Opinion | Number Responding |
|---|-----------|------------|------------|-----------|----------------------------|----------------------|
| UNH FACULTY AND STAFF | 6% | 43% | 34% | 7% | 9% | 694 |
| Employee Type | | | | | | |
| Faculty | 6% | 39% | 30% | 13% | 12% | 128 |
| Staff | 6% | 45% | 35% | 6% | 9% | 557 |
| Employee Status | | | | | | |
| Full-Time | 6% | 43% | 35% | 7% | 9% | 630 |
| Part-Time | 10% | 48% | 26% | 5% | 11% | 61 |
| Benefitted Employee | | | | | | |
| Yes - Benefits | 5% | 44% | 34% | 7% | 10% | 625 |
| No - No Benefits | 11% | 41% | 36% | 5% | 8% | 66 |
| Gender | | | | | | |
| Female | 4% | 42% | 35% | 8% | 10% | 483 |
| Male | 10% | 47% | 31% | 4% | 8% | 207 |
| Campus | | | | | | |
| Manchester | 12% | 58% | 20% | 5% | 5% | 60 |
| Durham | 6% | 42% | 35% | 7% | 10% | 626 |
| Age | | | | | | |
| 30 or Younger | 6% | 42% | 41% | 9% | 3% | 105 |
| 31 - 40 | 4% | 40% | 31% | 11% | 14% | 98 |
| 41 - 50 | 5% | 43% | 35% | 8% | 8% | 166 |
| 51 - 60 | 8% | 43% | 33% | 4% | 11% | 246 |
| 61 or older | 7% | 50% | 30% | 7% | 7% | 74 |
| Enrolled in Degree Program | | | | | | |
| Yes - Enrolled | 2% | 45% | 39% | 7% | 6% | 82 |
| No - Not Enrolled | 7% | 43% | 34% | 7% | 10% | 609 |
| Length of UNH Employment | | | | | | |
| Less Than 1 Year | 5% | 53% | 22% | 11% | 9% | 55 |
| 1 - 3 Years | 2% | 49% | 36% | 7% | 6% | 100 |
| 4 - 6 Years | 7% | 36% | 38% | 8% | 11% | 100 |
| 7 - 10 Years | 8% | 43% | 34% | 9% | 6% | 112 |
| 11 - 15 Years | 5% | 35% | 40% | 5% | 16% | 101 |
| 16 - 25 Years | 5% | 54% | 23% | 7% | 11% | 112 |
| More Than 25 Years | 9% | 38% | 41% | 4% | 7% | 112 |
| Disability Status | | | | | | |
| Considers Self to have a disability | 10% | 42% | 32% | 10% | 5% | 78 |
| Considers Self to NOT have a disability | 6% | 44% | 34% | 7% | 10% | 616 |
| Number of Disabilities | | | | | | |
| No Disability | 6% | 44% | 34% | 7% | 10% | 616 |
| Single Disability | 9% | 45% | 30% | 11% | 5% | 56 |
| Multiple Disabilities | 14% | 36% | 36% | 9% | 5% | 22 |
| Type of Disability | | | | | | |
| Sensory Disability | 5% | 35% | 40% | 10% | 10% | 20 |
| Psychological Disability | 5% | 53% | 37% | 0% | 5% | 19 |
| Physiological Disability | 8% | 42% | 42% | 8% | 0% | 12 |
| Other Disability | 17% | 38% | 30% | 11% | 4% | 47 |

Q11: "Have you been offered any training about working with people with disabilities at UNH?"

| | Yes | No | Number Responding |
|---|------------|------------|----------------------|
| UNH FACULTY AND STAFF | 32% | 68% | 695 |
| Employee Type | | | |
| Faculty | 31% | 69% | 128 |
| Staff | 33% | 67% | 558 |
| Employee Status | | | |
| Full-Time | 33% | 67% | 630 |
| Part-Time | 23% | 77% | 62 |
| Benefitted Employee | | | |
| Yes - Benefits | 33% | 67% | 626 |
| No - No Benefits | 21% | 79% | 66 |
| Gender | | | |
| Female | 31% | 69% | 484 |
| Male | 36% | 64% | 207 |
| Campus | | | |
| Manchester | 49% | 51% | 61 |
| Durham | 31% | 69% | 626 |
| Age | | | |
| 30 or Younger | 26% | 74% | 105 |
| 31 - 40 | 34% | 66% | 98 |
| 41 - 50 | 28% | 72% | 167 |
| 51 - 60 | 38% | 62% | 243 |
| 61 or older | 31% | 69% | 77 |
| Enrolled in Degree Program | | | |
| Yes - Enrolled | 29% | 71% | 82 |
| No - Not Enrolled | 33% | 67% | 610 |
| Length of UNH Employment | | | |
| Less Than 1 Year | 16% | 84% | 55 |
| 1 - 3 Years | 29% | 71% | 100 |
| 4 - 6 Years | 39% | 61% | 101 |
| 7 - 10 Years | 30% | 70% | 112 |
| 11 - 15 Years | 27% | 73% | 102 |
| 16 - 25 Years | 35% | 65% | 111 |
| More Than 25 Years | 40% | 60% | 112 |
| Disability Status | | | |
| Considers Self to have a disability | 35% | 65% | 80 |
| Considers Self to NOT have a disability | 32% | 68% | 615 |
| Number of Disabilities | | | |
| No Disability | 32% | 68% | 615 |
| Single Disability | 33% | 67% | 57 |
| Multiple Disabilities | 39% | 61% | 23 |
| Type of Disability | | | |
| Sensory Disability | 50% | 50% | 20 |
| Psychological Disability | 37% | 63% | 19 |
| Physiological Disability | 46% | 54% | 13 |
| Other Disability | 29% | 71% | 49 |

Q12: "Have you participated in any training about working with people with disabilities at UNH?"

| | Yes | No | Number Responding |
|---|------------|------------|----------------------|
| UNH FACULTY AND STAFF | 25% | 75% | 697 |
| Employee Type | | | |
| Faculty | 18% | 82% | 130 |
| Staff | 27% | 73% | 558 |
| Employee Status | | | |
| Full-Time | 26% | 74% | 632 |
| Part-Time | 18% | 82% | 62 |
| Benefitted Employee | | | |
| Yes - Benefits | 26% | 74% | 628 |
| No - No Benefits | 20% | 80% | 66 |
| Gender | | | |
| Female | 24% | 76% | 485 |
| Male | 27% | 73% | 208 |
| Campus | | | |
| Manchester | 36% | 64% | 61 |
| Durham | 24% | 76% | 628 |
| Age | | | |
| 30 or Younger | 23% | 77% | 105 |
| 31 - 40 | 31% | 69% | 98 |
| 41 - 50 | 20% | 80% | 167 |
| 51 - 60 | 27% | 73% | 245 |
| 61 or older | 25% | 75% | 77 |
| Enrolled in Degree Program | | | |
| Yes - Enrolled | 22% | 78% | 82 |
| No - Not Enrolled | 25% | 75% | 612 |
| Length of UNH Employment | | | |
| Less Than 1 Year | 13% | 87% | 55 |
| 1 - 3 Years | 22% | 78% | 100 |
| 4 - 6 Years | 32% | 68% | 101 |
| 7 - 10 Years | 27% | 73% | 112 |
| 11 - 15 Years | 23% | 77% | 102 |
| 16 - 25 Years | 23% | 77% | 113 |
| More Than 25 Years | 29% | 71% | 112 |
| Disability Status | | | |
| Considers Self to have a disability | 28% | 73% | 80 |
| Considers Self to NOT have a disability | 25% | 75% | 617 |
| Number of Disabilities | | | |
| No Disability | 25% | 75% | 617 |
| Single Disability | 26% | 74% | 57 |
| Multiple Disabilities | 30% | 70% | 23 |
| Type of Disability | | | |
| Sensory Disability | 50% | 50% | 20 |
| Psychological Disability | 21% | 79% | 19 |
| Physiological Disability | 38% | 62% | 13 |
| Other Disability | 22% | 78% | 49 |

Q13: "Do you believe employees with disabilities are generally accepted in the workplace at UNH?"

| | Yes | No | Don't Know/ No Opinion | Number Responding |
|---|------------|-----------|---------------------------|----------------------|
| UNH FACULTY AND STAFF | 78% | 4% | 18% | 694 |
| Employee Type | | | | |
| Faculty | 77% | 6% | 17% | 130 |
| Staff | 79% | 3% | 18% | 555 |
| Employee Status | | | | |
| Full-Time | 78% | 4% | 18% | 629 |
| Part-Time | 79% | 3% | 18% | 62 |
| Benefitted Employee | | | | |
| Yes - Benefits | 78% | 4% | 18% | 625 |
| No - No Benefits | 77% | 5% | 18% | 66 |
| Gender | | | | |
| Female | 74% | 5% | 21% | 482 |
| Male | 87% | 1% | 12% | 208 |
| Campus | | | | |
| Manchester | 85% | 5% | 10% | 61 |
| Durham | 77% | 4% | 19% | 625 |
| Age | | | | |
| 30 or Younger | 77% | 4% | 19% | 105 |
| 31 - 40 | 69% | 4% | 27% | 97 |
| 41 - 50 | 77% | 7% | 16% | 166 |
| 51 - 60 | 82% | 2% | 16% | 244 |
| 61 or older | 77% | 5% | 18% | 77 |
| Enrolled in Degree Program | | | | |
| Yes - Enrolled | 80% | 4% | 16% | 82 |
| No - Not Enrolled | 77% | 4% | 19% | 609 |
| Length of UNH Employment | | | | |
| Less Than 1 Year | 71% | 0% | 29% | 55 |
| 1 - 3 Years | 68% | 7% | 25% | 99 |
| 4 - 6 Years | 79% | 6% | 15% | 100 |
| 7 - 10 Years | 73% | 5% | 21% | 113 |
| 11 - 15 Years | 83% | 4% | 13% | 101 |
| 16 - 25 Years | 82% | 3% | 15% | 113 |
| More Than 25 Years | 84% | 1% | 15% | 111 |
| Disability Status | | | | |
| Considers Self to have a disability | 75% | 14% | 11% | 79 |
| Considers Self to NOT have a disability | 78% | 3% | 19% | 615 |
| Number of Disabilities | | | | |
| No Disability | 78% | 3% | 19% | 615 |
| Single Disability | 75% | 13% | 13% | 56 |
| Multiple Disabilities | 74% | 17% | 9% | 23 |
| Type of Disability | | | | |
| Sensory Disability | 75% | 5% | 20% | 20 |
| Psychological Disability | 72% | 22% | 6% | 18 |
| Physiological Disability | 85% | 8% | 8% | 13 |
| Other Disability | 73% | 18% | 8% | 49 |

Q14: "Do you believe employees with disabilities are generally valued in the workplace at UNH?"

| | Yes | No | Don't Know/ No Opinion | Number Responding |
|---|------------|-----------|---------------------------|----------------------|
| UNH FACULTY AND STAFF | 66% | 6% | 28% | 695 |
| Employee Type | | | | |
| Faculty | 63% | 9% | 28% | 131 |
| Staff | 67% | 5% | 28% | 555 |
| Employee Status | | | | |
| Full-Time | 66% | 6% | 28% | 630 |
| Part-Time | 61% | 5% | 34% | 62 |
| Benefitted Employee | | | | |
| Yes - Benefits | 67% | 6% | 28% | 626 |
| No - No Benefits | 59% | 6% | 35% | 66 |
| Gender | | | | |
| Female | 61% | 7% | 33% | 483 |
| Male | 77% | 4% | 19% | 208 |
| Campus | | | | |
| Manchester | 72% | 5% | 23% | 61 |
| Durham | 65% | 6% | 29% | 626 |
| Age | | | | |
| 30 or Younger | 58% | 5% | 37% | 105 |
| 31 - 40 | 57% | 9% | 34% | 98 |
| 41 - 50 | 67% | 8% | 25% | 166 |
| 51 - 60 | 70% | 3% | 27% | 244 |
| 61 or older | 68% | 9% | 23% | 77 |
| Enrolled in Degree Program | | | | |
| Yes - Enrolled | 57% | 7% | 35% | 82 |
| No - Not Enrolled | 67% | 6% | 27% | 610 |
| Length of UNH Employment | | | | |
| Less Than 1 Year | 58% | 5% | 36% | 55 |
| 1 - 3 Years | 54% | 8% | 38% | 100 |
| 4 - 6 Years | 66% | 8% | 26% | 100 |
| 7 - 10 Years | 60% | 8% | 32% | 113 |
| 11 - 15 Years | 74% | 5% | 21% | 101 |
| 16 - 25 Years | 70% | 6% | 24% | 113 |
| More Than 25 Years | 74% | 1% | 25% | 111 |
| Disability Status | | | | |
| Considers Self to have a disability | 65% | 16% | 19% | 79 |
| Considers Self to NOT have a disability | 66% | 5% | 29% | 616 |
| Number of Disabilities | | | | |
| No Disability | 66% | 5% | 29% | 616 |
| Single Disability | 63% | 18% | 20% | 56 |
| Multiple Disabilities | 70% | 13% | 17% | 23 |
| Type of Disability | | | | |
| Sensory Disability | 75% | 0% | 25% | 20 |
| Psychological Disability | 61% | 28% | 11% | 18 |
| Physiological Disability | 77% | 0% | 23% | 13 |
| Other Disability | 61% | 20% | 18% | 49 |

Q15: "Do you believe that you are knowledgeable about workplace disability issues?"

| | Yes | Somewhat | No | Number Responding |
|---|------------|------------|------------|-------------------|
| UNH FACULTY AND STAFF | 26% | 61% | 13% | 693 |
| Employee Type | | | | |
| Faculty | 31% | 56% | 13% | 130 |
| Staff | 25% | 62% | 13% | 554 |
| Employee Status | | | | |
| Full-Time | 26% | 62% | 12% | 629 |
| Part-Time | 26% | 52% | 21% | 61 |
| Benefitted Employee | | | | |
| Yes - Benefits | 26% | 62% | 12% | 625 |
| No - No Benefits | 25% | 54% | 22% | 65 |
| Gender | | | | |
| Female | 22% | 64% | 14% | 482 |
| Male | 36% | 55% | 9% | 207 |
| Campus | | | | |
| Manchester | 28% | 60% | 12% | 60 |
| Durham | 26% | 62% | 13% | 625 |
| Age | | | | |
| 30 or Younger | 20% | 64% | 15% | 104 |
| 31 - 40 | 21% | 65% | 13% | 98 |
| 41 - 50 | 22% | 65% | 14% | 167 |
| 51 - 60 | 30% | 57% | 12% | 244 |
| 61 or older | 38% | 55% | 7% | 76 |
| Enrolled in Degree Program | | | | |
| Yes - Enrolled | 21% | 60% | 19% | 81 |
| No - Not Enrolled | 27% | 61% | 12% | 609 |
| Length of UNH Employment | | | | |
| Less Than 1 Year | 22% | 61% | 17% | 54 |
| 1 - 3 Years | 26% | 62% | 12% | 100 |
| 4 - 6 Years | 28% | 63% | 9% | 101 |
| 7 - 10 Years | 22% | 64% | 14% | 113 |
| 11 - 15 Years | 26% | 61% | 13% | 101 |
| 16 - 25 Years | 25% | 62% | 13% | 112 |
| More Than 25 Years | 33% | 55% | 13% | 110 |
| Disability Status | | | | |
| Considers Self to have a disability | 49% | 43% | 8% | 79 |
| Considers Self to NOT have a disability | 23% | 64% | 13% | 614 |
| Number of Disabilities | | | | |
| No Disability | 23% | 64% | 13% | 614 |
| Single Disability | 50% | 41% | 9% | 56 |
| Multiple Disabilities | 48% | 48% | 4% | 23 |
| Type of Disability | | | | |
| Sensory Disability | 50% | 45% | 5% | 20 |
| Psychological Disability | 47% | 53% | 0% | 19 |
| Physiological Disability | 46% | 46% | 8% | 13 |
| Other Disability | 48% | 44% | 8% | 48 |

Q16: "Do you believe that your director/ supervisor is knowledgeable about workplace disability issues?"

| | Yes | Somewhat | No | Don't Know/ No Opinion | Number Responding |
|---|------------|------------|-----------|---------------------------|----------------------|
| UNH FACULTY AND STAFF | 43% | 34% | 7% | 16% | 694 |
| Employee Type | | | | | |
| Faculty | 35% | 27% | 12% | 26% | 129 |
| Staff | 45% | 35% | 6% | 14% | 556 |
| Employee Status | | | | | |
| Full-Time | 42% | 35% | 7% | 16% | 629 |
| Part-Time | 50% | 24% | 3% | 23% | 62 |
| Benefitted Employee | | | | | |
| Yes - Benefits | 42% | 34% | 7% | 16% | 625 |
| No - No Benefits | 48% | 30% | 3% | 18% | 66 |
| Gender | | | | | |
| Female | 41% | 35% | 7% | 17% | 483 |
| Male | 47% | 31% | 7% | 15% | 207 |
| Campus | | | | | |
| Manchester | 52% | 25% | 7% | 17% | 60 |
| Durham | 42% | 35% | 7% | 16% | 626 |
| Age | | | | | |
| 30 or Younger | 51% | 29% | 6% | 14% | 105 |
| 31 - 40 | 36% | 43% | 9% | 12% | 98 |
| 41 - 50 | 46% | 29% | 7% | 17% | 167 |
| 51 - 60 | 40% | 36% | 6% | 18% | 243 |
| 61 or older | 42% | 34% | 8% | 16% | 76 |
| Enrolled in Degree Program | | | | | |
| Yes - Enrolled | 39% | 37% | 4% | 21% | 82 |
| No - Not Enrolled | 44% | 33% | 7% | 16% | 609 |
| Length of UNH Employment | | | | | |
| Less Than 1 Year | 51% | 31% | 4% | 15% | 55 |
| 1 - 3 Years | 47% | 34% | 7% | 12% | 100 |
| 4 - 6 Years | 48% | 32% | 8% | 13% | 101 |
| 7 - 10 Years | 36% | 36% | 8% | 19% | 113 |
| 11 - 15 Years | 39% | 33% | 8% | 20% | 102 |
| 16 - 25 Years | 40% | 32% | 5% | 23% | 111 |
| More Than 25 Years | 45% | 37% | 7% | 11% | 110 |
| Disability Status | | | | | |
| Considers Self to have a disability | 43% | 34% | 13% | 10% | 79 |
| Considers Self to NOT have a disability | 43% | 34% | 6% | 17% | 615 |
| Number of Disabilities | | | | | |
| No Disability | 43% | 34% | 6% | 17% | 615 |
| Single Disability | 39% | 34% | 14% | 13% | 56 |
| Multiple Disabilities | 52% | 35% | 9% | 4% | 23 |
| Type of Disability | | | | | |
| Sensory Disability | 40% | 45% | 5% | 10% | 20 |
| Psychological Disability | 47% | 26% | 26% | 0% | 19 |
| Physiological Disability | 38% | 46% | 0% | 15% | 13 |
| Other Disability | 48% | 33% | 10% | 8% | 48 |

Q17: "Are you aware of the employment provisions of the Americans with Disabilities Act (ADA)?"

| | Yes | No | Number Responding |
|---|------------|------------|----------------------|
| UNH FACULTY AND STAFF | 69% | 31% | 698 |
| Employee Type | | | |
| Faculty | 68% | 32% | 131 |
| Staff | 70% | 30% | 558 |
| Employee Status | | | |
| Full-Time | 71% | 29% | 633 |
| Part-Time | 53% | 47% | 62 |
| Benefitted Employee | | | |
| Yes - Benefits | 71% | 29% | 629 |
| No - No Benefits | 56% | 44% | 66 |
| Gender | | | |
| Female | 70% | 30% | 485 |
| Male | 67% | 33% | 209 |
| Campus | | | |
| Manchester | 75% | 25% | 61 |
| Durham | 69% | 31% | 629 |
| Age | | | |
| 30 or Younger | 56% | 44% | 105 |
| 31 - 40 | 64% | 36% | 98 |
| 41 - 50 | 71% | 29% | 167 |
| 51 - 60 | 74% | 26% | 246 |
| 61 or older | 77% | 23% | 77 |
| Enrolled in Degree Program | | | |
| Yes - Enrolled | 61% | 39% | 82 |
| No - Not Enrolled | 71% | 29% | 613 |
| Length of UNH Employment | | | |
| Less Than 1 Year | 56% | 44% | 55 |
| 1 - 3 Years | 69% | 31% | 100 |
| 4 - 6 Years | 65% | 35% | 101 |
| 7 - 10 Years | 68% | 32% | 113 |
| 11 - 15 Years | 76% | 24% | 102 |
| 16 - 25 Years | 74% | 26% | 113 |
| More Than 25 Years | 70% | 30% | 112 |
| Disability Status | | | |
| Considers Self to have a disability | 76% | 24% | 80 |
| Considers Self to NOT have a disability | 68% | 32% | 618 |
| Number of Disabilities | | | |
| No Disability | 68% | 32% | 618 |
| Single Disability | 70% | 30% | 57 |
| Multiple Disabilities | 91% | 9% | 23 |
| Type of Disability | | | |
| Sensory Disability | 90% | 10% | 20 |
| Psychological Disability | 79% | 21% | 19 |
| Physiological Disability | 85% | 15% | 13 |
| Other Disability | 78% | 22% | 49 |

Q18: "Do you know where to find information about the rights and responsibilities of employees with disabilities at UNH?"

| | Yes | No | Number Responding |
|---|------------|------------|----------------------|
| UNH FACULTY AND STAFF | 68% | 32% | 698 |
| Employee Type | | | |
| Faculty | 65% | 35% | 131 |
| Staff | 68% | 32% | 558 |
| Employee Status | | | |
| Full-Time | 70% | 30% | 634 |
| Part-Time | 48% | 52% | 61 |
| Benefitted Employee | | | |
| Yes - Benefits | 69% | 31% | 630 |
| No - No Benefits | 52% | 48% | 65 |
| Gender | | | |
| Female | 66% | 34% | 485 |
| Male | 71% | 29% | 209 |
| Campus | | | |
| Manchester | 66% | 34% | 61 |
| Durham | 68% | 32% | 629 |
| Age | | | |
| 30 or Younger | 53% | 47% | 104 |
| 31 - 40 | 65% | 35% | 98 |
| 41 - 50 | 70% | 30% | 167 |
| 51 - 60 | 72% | 28% | 247 |
| 61 or older | 70% | 30% | 77 |
| Enrolled in Degree Program | | | |
| Yes - Enrolled | 62% | 38% | 81 |
| No - Not Enrolled | 68% | 32% | 614 |
| Length of UNH Employment | | | |
| Less Than 1 Year | 46% | 54% | 54 |
| 1 - 3 Years | 63% | 37% | 100 |
| 4 - 6 Years | 66% | 34% | 101 |
| 7 - 10 Years | 62% | 38% | 113 |
| 11 - 15 Years | 75% | 25% | 102 |
| 16 - 25 Years | 75% | 25% | 113 |
| More Than 25 Years | 75% | 25% | 113 |
| Disability Status | | | |
| Considers Self to have a disability | 68% | 33% | 80 |
| Considers Self to NOT have a disability | 68% | 32% | 618 |
| Number of Disabilities | | | |
| No Disability | 68% | 32% | 618 |
| Single Disability | 61% | 39% | 57 |
| Multiple Disabilities | 83% | 17% | 23 |
| Type of Disability | | | |
| Sensory Disability | 80% | 20% | 20 |
| Psychological Disability | 79% | 21% | 19 |
| Physiological Disability | 69% | 31% | 13 |
| Other Disability | 63% | 37% | 49 |

Q19: "Do you know where to find UNH's policies and guidelines on job accommodations for faculty and staff with disabilities?"

| | Yes | No | Number Responding |
|---|------------|------------|-------------------|
| UNH FACULTY AND STAFF | 63% | 37% | 696 |
| Employee Type | | | |
| Faculty | 61% | 39% | 131 |
| Staff | 64% | 36% | 556 |
| Employee Status | | | |
| Full-Time | 65% | 35% | 631 |
| Part-Time | 42% | 58% | 62 |
| Benefitted Employee | | | |
| Yes - Benefits | 65% | 35% | 628 |
| No - No Benefits | 45% | 55% | 65 |
| Gender | | | |
| Female | 62% | 38% | 484 |
| Male | 66% | 34% | 208 |
| Campus | | | |
| Manchester | 56% | 44% | 61 |
| Durham | 64% | 36% | 627 |
| Age | | | |
| 30 or Younger | 53% | 47% | 105 |
| 31 - 40 | 55% | 45% | 98 |
| 41 - 50 | 65% | 35% | 167 |
| 51 - 60 | 68% | 32% | 245 |
| 61 or older | 66% | 34% | 76 |
| Enrolled in Degree Program | | | |
| Yes - Enrolled | 56% | 44% | 82 |
| No - Not Enrolled | 64% | 36% | 611 |
| Length of UNH Employment | | | |
| Less Than 1 Year | 44% | 56% | 55 |
| 1 - 3 Years | 58% | 42% | 100 |
| 4 - 6 Years | 61% | 39% | 101 |
| 7 - 10 Years | 58% | 42% | 113 |
| 11 - 15 Years | 66% | 34% | 100 |
| 16 - 25 Years | 73% | 27% | 113 |
| More Than 25 Years | 72% | 28% | 112 |
| Disability Status | | | |
| Considers Self to have a disability | 65% | 35% | 80 |
| Considers Self to NOT have a disability | 63% | 37% | 616 |
| Number of Disabilities | | | |
| No Disability | 63% | 37% | 616 |
| Single Disability | 61% | 39% | 57 |
| Multiple Disabilities | 74% | 26% | 23 |
| Type of Disability | | | |
| Sensory Disability | 80% | 20% | 20 |
| Psychological Disability | 63% | 37% | 19 |
| Physiological Disability | 54% | 46% | 13 |
| Other Disability | 59% | 41% | 49 |

Q20: "Do you know what an employee's rights and responsibilities are if injured on the job?"

| | Yes | No | Number Responding |
|---|------------|------------|----------------------|
| UNH FACULTY AND STAFF | 61% | 39% | 699 |
| Employee Type | | | |
| Faculty | 53% | 47% | 131 |
| Staff | 63% | 37% | 559 |
| Employee Status | | | |
| Full-Time | 62% | 38% | 634 |
| Part-Time | 50% | 50% | 62 |
| Benefitted Employee | | | |
| Yes - Benefits | 63% | 37% | 630 |
| No - No Benefits | 41% | 59% | 66 |
| Gender | | | |
| Female | 61% | 39% | 486 |
| Male | 63% | 37% | 209 |
| Campus | | | |
| Manchester | 52% | 48% | 61 |
| Durham | 62% | 38% | 630 |
| Age | | | |
| 30 or Younger | 52% | 48% | 105 |
| 31 - 40 | 55% | 45% | 98 |
| 41 - 50 | 62% | 38% | 167 |
| 51 - 60 | 65% | 35% | 247 |
| 61 or older | 70% | 30% | 77 |
| Enrolled in Degree Program | | | |
| Yes - Enrolled | 51% | 49% | 82 |
| No - Not Enrolled | 63% | 37% | 614 |
| Length of UNH Employment | | | |
| Less Than 1 Year | 58% | 42% | 55 |
| 1 - 3 Years | 56% | 44% | 100 |
| 4 - 6 Years | 57% | 43% | 101 |
| 7 - 10 Years | 57% | 43% | 113 |
| 11 - 15 Years | 65% | 35% | 102 |
| 16 - 25 Years | 67% | 33% | 113 |
| More Than 25 Years | 68% | 32% | 113 |
| Disability Status | | | |
| Considers Self to have a disability | 69% | 31% | 80 |
| Considers Self to NOT have a disability | 60% | 40% | 619 |
| Number of Disabilities | | | |
| No Disability | 60% | 40% | 619 |
| Single Disability | 63% | 37% | 57 |
| Multiple Disabilities | 83% | 17% | 23 |
| Type of Disability | | | |
| Sensory Disability | 80% | 20% | 20 |
| Psychological Disability | 58% | 42% | 19 |
| Physiological Disability | 77% | 23% | 13 |
| Other Disability | 73% | 27% | 49 |

Q21: "From the following list of UNH units, please check the ones you are knowledgeable about (check as many as apply):"

| | Affirmative Action and Equity Office - EEOC/ADA Compliance | Bias Response Team | Employee Assistance Program | Counseling Center | Environmental Health and Safety | Disability Services for Students (Durham) | Academic Counseling (Manchester) |
|---|---|-------------------------------|--|------------------------------|--|--|---|
| UNH FACULTY AND STAFF | 66% | 16% | 74% | 69% | 56% | 54% | 16% |
| Employee Type | | | | | | | |
| Faculty | 71% | 12% | 61% | 68% | 44% | 66% | 18% |
| Staff | 65% | 17% | 78% | 69% | 59% | 51% | 16% |
| Employee Status | | | | | | | |
| Full-Time | 69% | 17% | 78% | 70% | 58% | 55% | 16% |
| Part-Time | 31% | 10% | 32% | 66% | 35% | 45% | 18% |
| Benefitted Employee | | | | | | | |
| Yes - Benefits | 70% | 17% | 79% | 70% | 58% | 54% | 16% |
| No - No Benefits | 26% | 11% | 23% | 62% | 29% | 50% | 17% |
| Gender | | | | | | | |
| Female | 65% | 18% | 78% | 72% | 53% | 55% | 15% |
| Male | 67% | 12% | 64% | 63% | 62% | 52% | 18% |
| Campus | | | | | | | |
| Manchester | 69% | 8% | 66% | 43% | 33% | 11% | 79% |
| Durham | 65% | 17% | 75% | 72% | 58% | 58% | 10% |
| Age | | | | | | | |
| 30 or Younger | 39% | 26% | 41% | 79% | 34% | 64% | 18% |
| 31 - 40 | 70% | 18% | 71% | 73% | 44% | 61% | 14% |
| 41 - 50 | 63% | 13% | 83% | 60% | 62% | 45% | 14% |
| 51 - 60 | 73% | 13% | 83% | 71% | 66% | 53% | 18% |
| 61 or older | 76% | 14% | 76% | 69% | 53% | 51% | 14% |
| Enrolled in Degree Program | | | | | | | |
| Yes - Enrolled | 51% | 12% | 56% | 82% | 41% | 67% | 16% |
| No - Not Enrolled | 68% | 16% | 76% | 68% | 58% | 52% | 16% |
| Length of UNH Employment | | | | | | | |
| Less Than 1 Year | 45% | 16% | 47% | 67% | 36% | 49% | 13% |
| 1 - 3 Years | 53% | 23% | 57% | 70% | 39% | 56% | 19% |
| 4 - 6 Years | 62% | 17% | 74% | 70% | 45% | 61% | 16% |
| 7 - 10 Years | 63% | 15% | 79% | 57% | 52% | 44% | 16% |
| 11 - 15 Years | 69% | 7% | 83% | 69% | 66% | 56% | 13% |
| 16 - 25 Years | 73% | 14% | 81% | 71% | 71% | 55% | 12% |
| More Than 25 Years | 82% | 19% | 81% | 82% | 68% | 55% | 22% |
| Disability Status | | | | | | | |
| Considers Self to have a disability | 74% | 13% | 73% | 68% | 58% | 53% | 19% |
| Considers Self to NOT have a disability | 65% | 16% | 74% | 70% | 55% | 54% | 16% |
| Number of Disabilities | | | | | | | |
| No Disability | 65% | 16% | 74% | 70% | 55% | 54% | 16% |
| Single Disability | 69% | 10% | 69% | 60% | 55% | 52% | 16% |
| Multiple Disabilities | 83% | 17% | 83% | 83% | 61% | 52% | 26% |
| Type of Disability | | | | | | | |
| Sensory Disability | 80% | 10% | 85% | 70% | 50% | 45% | 15% |
| Psychological Disability | 65% | 10% | 80% | 70% | 65% | 60% | 20% |
| Physiological Disability | 77% | 15% | 62% | 77% | 54% | 54% | 31% |
| Other Disability | 71% | 14% | 67% | 69% | 61% | 47% | 18% |

Q21: "From the following list of UNH units, please check the ones you are knowledgeable about (check as many as apply):"

| | Health Services | Human Resources | Institute on Disability | President's Commission on People w/ Disabilities | I do not have Knowledge about any of these | Number Responding |
|---|-----------------|-----------------|-------------------------|--|--|-------------------|
| UNH FACULTY AND STAFF | 79% | 88% | 49% | 37% | 2% | 698 |
| Employee Type | | | | | | |
| Faculty | 70% | 84% | 48% | 34% | 2% | 130 |
| Staff | 80% | 89% | 50% | 38% | 2% | 559 |
| Employee Status | | | | | | |
| Full-Time | 79% | 91% | 51% | 39% | 1% | 633 |
| Part-Time | 69% | 55% | 31% | 23% | 5% | 62 |
| Benefitted Employee | | | | | | |
| Yes - Benefits | 79% | 91% | 52% | 39% | 1% | 629 |
| No - No Benefits | 71% | 50% | 24% | 18% | 5% | 66 |
| Gender | | | | | | |
| Female | 79% | 88% | 52% | 37% | 1% | 485 |
| Male | 78% | 88% | 44% | 38% | 2% | 209 |
| Campus | | | | | | |
| Manchester | 38% | 89% | 39% | 44% | 2% | 61 |
| Durham | 83% | 87% | 50% | 37% | 2% | 629 |
| Age | | | | | | |
| 30 or Younger | 84% | 66% | 25% | 28% | 1% | 104 |
| 31 - 40 | 80% | 93% | 57% | 42% | 1% | 98 |
| 41 - 50 | 73% | 90% | 49% | 35% | 2% | 166 |
| 51 - 60 | 80% | 93% | 54% | 39% | 2% | 247 |
| 61 or older | 78% | 88% | 55% | 44% | 1% | 78 |
| Enrolled in Degree Program | | | | | | |
| Yes - Enrolled | 90% | 76% | 43% | 34% | 0% | 82 |
| No - Not Enrolled | 77% | 89% | 50% | 38% | 2% | 613 |
| Length of UNH Employment | | | | | | |
| Less Than 1 Year | 65% | 73% | 24% | 20% | 2% | 55 |
| 1 - 3 Years | 82% | 78% | 36% | 37% | 1% | 100 |
| 4 - 6 Years | 77% | 86% | 49% | 35% | 1% | 100 |
| 7 - 10 Years | 71% | 88% | 48% | 33% | 4% | 112 |
| 11 - 15 Years | 76% | 90% | 58% | 37% | 1% | 102 |
| 16 - 25 Years | 86% | 94% | 53% | 42% | 2% | 113 |
| More Than 25 Years | 86% | 96% | 62% | 47% | 1% | 114 |
| Disability Status | | | | | | |
| Considers Self to have a disability | 75% | 89% | 55% | 43% | 1% | 80 |
| Considers Self to NOT have a disability | 79% | 87% | 48% | 37% | 2% | 617 |
| Number of Disabilities | | | | | | |
| No Disability | 79% | 87% | 48% | 37% | 2% | 617 |
| Single Disability | 72% | 84% | 52% | 36% | 2% | 58 |
| Multiple Disabilities | 83% | 100% | 61% | 57% | 0% | 23 |
| Type of Disability | | | | | | |
| Sensory Disability | 75% | 95% | 50% | 65% | 5% | 20 |
| Psychological Disability | 70% | 95% | 65% | 40% | 0% | 20 |
| Physiological Disability | 69% | 100% | 77% | 38% | 0% | 13 |
| Other Disability | 78% | 86% | 49% | 37% | 0% | 49 |

Q23: "Do you consider yourself a person with a disability?"

| | Yes | No | Number Responding |
|---|------------|------------|-------------------|
| UNH FACULTY AND STAFF | 11% | 89% | 699 |
| Employee Type | | | |
| Faculty | 20% | 80% | 131 |
| Staff | 9% | 91% | 559 |
| Employee Status | | | |
| Full-Time | 11% | 89% | 634 |
| Part-Time | 13% | 87% | 62 |
| Benefitted Employee | | | |
| Yes - Benefits | 11% | 89% | 630 |
| No - No Benefits | 12% | 88% | 66 |
| Gender | | | |
| Female | 9% | 91% | 486 |
| Male | 17% | 83% | 209 |
| Campus | | | |
| Manchester | 18% | 82% | 61 |
| Durham | 10% | 90% | 630 |
| Age | | | |
| 30 or Younger | 7% | 93% | 105 |
| 31 - 40 | 6% | 94% | 98 |
| 41 - 50 | 7% | 93% | 167 |
| 51 - 60 | 15% | 85% | 247 |
| 61 or older | 25% | 75% | 77 |
| Enrolled in Degree Program | | | |
| Yes - Enrolled | 1% | 99% | 82 |
| No - Not Enrolled | 13% | 87% | 614 |
| Length of UNH Employment | | | |
| Less Than 1 Year | 4% | 96% | 55 |
| 1 - 3 Years | 9% | 91% | 100 |
| 4 - 6 Years | 8% | 92% | 101 |
| 7 - 10 Years | 12% | 88% | 113 |
| 11 - 15 Years | 11% | 89% | 102 |
| 16 - 25 Years | 16% | 84% | 113 |
| More Than 25 Years | 17% | 83% | 113 |
| Disability Status | | | |
| Considers Self to have a disability | 100% | 0% | 80 |
| Considers Self to NOT have a disability | 0% | 100% | 619 |
| Number of Disabilities | | | |
| No Disability | 0% | 100% | 619 |
| Single Disability | 100% | 0% | 57 |
| Multiple Disabilities | 100% | 0% | 23 |
| Type of Disability | | | |
| Sensory Disability | 100% | 0% | 20 |
| Psychological Disability | 100% | 0% | 19 |
| Physiological Disability | 100% | 0% | 13 |
| Other Disability | 100% | 0% | 49 |

Q24: "Which conditions most accurately categorize your disability?"

| | Autoimmune | Blindness or low vision | Cardio- vascular | Deafness or hard of hearing | Learning disability | Musculo- skeletal | Neuro- logical | Psycho- logical | Respiratory | Other | Number Responding |
|-----------------------------------|------------|-------------------------------|---------------------|-----------------------------------|------------------------|----------------------|-------------------|--------------------|-------------|-------|----------------------|
| UNH FACULTY AND STAFF | 10% | 9% | 5% | 16% | 9% | 33% | 20% | 18% | 6% | 15% | 79 |
| Employee Type | | | | | | | | | | | |
| Faculty | 8% | 8% | 4% | 20% | 0% | 44% | 28% | 16% | 0% | 0% | 25 |
| Staff | 11% | 9% | 6% | 15% | 13% | 28% | 15% | 19% | 9% | 23% | 53 |
| Employee Status | | | | | | | | | | | |
| Full-Time | 11% | 8% | 6% | 18% | 7% | 34% | 18% | 20% | 7% | 15% | 71 |
| Benefitted Employee | | | | | | | | | | | |
| Yes - Benefits | 11% | 10% | 6% | 18% | 7% | 35% | 18% | 18% | 7% | 15% | 71 |
| Gender | | | | | | | | | | | |
| Female | 14% | 9% | 2% | 11% | 11% | 25% | 16% | 18% | 9% | 20% | 44 |
| Male | 6% | 9% | 9% | 23% | 6% | 43% | 26% | 17% | 3% | 9% | 35 |
| Campus | | | | | | | | | | | |
| Manchester | 18% | 0% | 0% | 18% | 18% | 27% | 18% | 9% | 9% | 18% | 11 |
| Durham | 9% | 11% | 6% | 15% | 6% | 34% | 22% | 20% | 6% | 15% | 65 |
| Age | | | | | | | | | | | |
| 41 - 50 | 0% | 0% | 0% | 8% | 17% | 25% | 33% | 42% | 0% | 17% | 12 |
| 51 - 60 | 15% | 15% | 6% | 21% | 3% | 35% | 15% | 15% | 6% | 12% | 34 |
| 61 or older | 5% | 10% | 10% | 25% | 5% | 50% | 20% | 10% | 5% | 10% | 20 |
| Enrolled in Degree Program | | | | | | | | | | | |
| Yes - Enrolled | 0% | 0% | 0% | 0% | 100% | 0% | 0% | 0% | 0% | 0% | 1 |
| No - Not Enrolled | 9% | 9% | 5% | 17% | 8% | 34% | 21% | 18% | 6% | 16% | 77 |
| Length of UNH Employment | | | | | | | | | | | |
| 7 - 10 Years | 15% | 8% | 0% | 8% | 0% | 46% | 15% | 23% | 8% | 15% | 13 |
| 11 - 15 Years | 9% | 27% | 9% | 18% | 0% | 36% | 27% | 36% | 0% | 0% | 11 |
| 16 - 25 Years | 12% | 12% | 6% | 12% | 12% | 41% | 12% | 18% | 6% | 24% | 17 |
| More Than 25 Years | 10% | 5% | 10% | 35% | 0% | 30% | 20% | 10% | 10% | 15% | 20 |
| Number of Disabilities | | | | | | | | | | | |
| Single Disability | 2% | 7% | 0% | 14% | 11% | 27% | 9% | 13% | 4% | 14% | 56 |
| Multiple Disabilities | 30% | 13% | 17% | 22% | 4% | 48% | 48% | 30% | 13% | 17% | 23 |

Q25: "Do you know how to request a job accommodation based on a disability?"

| | Yes | No | Number Responding |
|-----------------------------------|-----|-----|----------------------|
| UNH FACULTY AND STAFF | 54% | 46% | 80 |
| Employee Type | | | |
| Faculty | 54% | 46% | 26 |
| Staff | 55% | 45% | 53 |
| Employee Status | | | |
| Full-Time | 56% | 44% | 72 |
| Benefitted Employee | | | |
| Yes - Benefits | 57% | 43% | 72 |
| Gender | | | |
| Female | 53% | 47% | 43 |
| Male | 56% | 44% | 36 |
| Campus | | | |
| Manchester | 45% | 55% | 11 |
| Durham | 55% | 45% | 66 |
| Age | | | |
| 41 - 50 | 58% | 42% | 12 |
| 51 - 60 | 61% | 39% | 36 |
| 61 or older | 58% | 42% | 19 |
| Enrolled in Degree Program | | | |
| No - Not Enrolled | 55% | 45% | 78 |
| Length of UNH Employment | | | |
| 7 - 10 Years | 54% | 46% | 13 |
| 11 - 15 Years | 55% | 45% | 11 |
| 16 - 25 Years | 61% | 39% | 18 |
| More Than 25 Years | 58% | 42% | 19 |
| Number of Disabilities | | | |
| Single Disability | 51% | 49% | 57 |
| Multiple Disabilities | 61% | 39% | 23 |
| Type of Disability | | | |
| Sensory Disability | 70% | 30% | 20 |
| Psychological Disability | 53% | 47% | 19 |
| Physiological Disability | 46% | 54% | 13 |
| Other Disability | 51% | 49% | 49 |

Q26: "Does the availability of parking negatively affect your ability to do your job?"

| | Yes | No | Number Responding |
|-----------------------------------|------------|------------|----------------------|
| UNH FACULTY AND STAFF | 24% | 76% | 79 |
| Employee Type | | | |
| Faculty | 20% | 80% | 25 |
| Staff | 26% | 74% | 53 |
| Employee Status | | | |
| Full-Time | 27% | 73% | 71 |
| Benefitted Employee | | | |
| Yes - Benefits | 27% | 73% | 71 |
| Gender | | | |
| Female | 30% | 70% | 43 |
| Male | 14% | 86% | 35 |
| Campus | | | |
| Manchester | 0% | 100% | 11 |
| Durham | 28% | 72% | 65 |
| Age | | | |
| 41 - 50 | 17% | 83% | 12 |
| 51 - 60 | 29% | 71% | 35 |
| 61 or older | 21% | 79% | 19 |
| Enrolled in Degree Program | | | |
| No - Not Enrolled | 25% | 75% | 77 |
| Length of UNH Employment | | | |
| 7 - 10 Years | 23% | 77% | 13 |
| 11 - 15 Years | 18% | 82% | 11 |
| 16 - 25 Years | 28% | 72% | 18 |
| More Than 25 Years | 28% | 72% | 18 |
| Number of Disabilities | | | |
| Single Disability | 23% | 77% | 57 |
| Multiple Disabilities | 27% | 73% | 22 |
| Type of Disability | | | |
| Sensory Disability | 15% | 85% | 20 |
| Psychological Disability | 16% | 84% | 19 |
| Physiological Disability | 50% | 50% | 12 |
| Other Disability | 27% | 73% | 48 |

Q27: "Does the availability of accessible transportation negatively affect your ability to do your job?"

| | Yes | No | Number Responding |
|-----------------------------------|------------|------------|----------------------|
| UNH FACULTY AND STAFF | 13% | 88% | 80 |
| Employee Type | | | |
| Faculty | 12% | 88% | 26 |
| Staff | 13% | 87% | 53 |
| Employee Status | | | |
| Full-Time | 13% | 88% | 72 |
| Benefitted Employee | | | |
| Yes - Benefits | 13% | 88% | 72 |
| Gender | | | |
| Female | 14% | 86% | 43 |
| Male | 8% | 92% | 36 |
| Campus | | | |
| Manchester | 9% | 91% | 11 |
| Durham | 14% | 86% | 66 |
| Age | | | |
| 41 - 50 | 8% | 92% | 12 |
| 51 - 60 | 11% | 89% | 36 |
| 61 or older | 16% | 84% | 19 |
| Enrolled in Degree Program | | | |
| No - Not Enrolled | 13% | 87% | 78 |
| Length of UNH Employment | | | |
| Less Than 1 Year | 0% | 100% | 2 |
| 1 - 3 Years | 11% | 89% | 9 |
| 4 - 6 Years | 25% | 75% | 8 |
| 7 - 10 Years | 15% | 85% | 13 |
| 11 - 15 Years | 18% | 82% | 11 |
| 16 - 25 Years | 17% | 83% | 18 |
| More Than 25 Years | 0% | 100% | 19 |
| Number of Disabilities | | | |
| Single Disability | 11% | 89% | 57 |
| Multiple Disabilities | 17% | 83% | 23 |
| Type of Disability | | | |
| Sensory Disability | 5% | 95% | 20 |
| Psychological Disability | 16% | 84% | 19 |
| Physiological Disability | 15% | 85% | 13 |
| Other Disability | 16% | 84% | 49 |

Q28: "Have you told (self-identified) your supervisor that you have a disability?"

| | Yes | No | Number Responding |
|-----------------------------------|------------|------------|----------------------|
| UNH FACULTY AND STAFF | 68% | 33% | 80 |
| Employee Type | | | |
| Faculty | 58% | 42% | 26 |
| Staff | 72% | 28% | 53 |
| Employee Status | | | |
| Full-Time | 64% | 36% | 72 |
| Benefitted Employee | | | |
| Yes - Benefits | 65% | 35% | 72 |
| Gender | | | |
| Female | 67% | 33% | 43 |
| Male | 69% | 31% | 36 |
| Campus | | | |
| Manchester | 73% | 27% | 11 |
| Durham | 68% | 32% | 66 |
| Age | | | |
| 41 - 50 | 100% | 0% | 12 |
| 51 - 60 | 44% | 56% | 36 |
| 61 or older | 95% | 5% | 19 |
| Enrolled in Degree Program | | | |
| No - Not Enrolled | 68% | 32% | 78 |
| Length of UNH Employment | | | |
| 7 - 10 Years | 69% | 31% | 13 |
| 11 - 15 Years | 73% | 27% | 11 |
| 16 - 25 Years | 72% | 28% | 18 |
| More Than 25 Years | 63% | 37% | 19 |
| Number of Disabilities | | | |
| Single Disability | 65% | 35% | 57 |
| Multiple Disabilities | 74% | 26% | 23 |
| Type of Disability | | | |
| Sensory Disability | 65% | 35% | 20 |
| Psychological Disability | 68% | 32% | 19 |
| Physiological Disability | 69% | 31% | 13 |
| Other Disability | 73% | 27% | 49 |

Q29: "If you have not self-identified to your supervisor, please explain why (check as many as apply):"

| | I do not want anyone to know | I do not know the protocol for how to self-identify | I do not need accommodations | I am concerned if I do it will negatively affect me | Other | Number Responding |
|-------------------------------------|------------------------------|---|------------------------------|---|-----------|-------------------|
| UNH FACULTY AND STAFF | 31% | 15% | 69% | 38% | 4% | 26 |
| Employee Type | | | | | | |
| Faculty | 18% | 9% | 73% | 45% | 9% | 11 |
| Staff | 40% | 20% | 67% | 33% | 0% | 15 |
| Employee Status | | | | | | |
| Full-Time | 31% | 15% | 69% | 38% | 4% | 26 |
| Benefitted Employee | | | | | | |
| Yes - Benefits | 28% | 12% | 72% | 36% | 4% | 25 |
| Gender | | | | | | |
| Female | 43% | 14% | 64% | 43% | 7% | 14 |
| Male | 18% | 18% | 82% | 27% | 0% | 11 |
| Campus | | | | | | |
| Durham | 33% | 14% | 62% | 38% | 5% | 21 |
| Age | | | | | | |
| 51 - 60 | 35% | 10% | 70% | 35% | 5% | 20 |
| Enrolled in Degree Program | | | | | | |
| No - Not Enrolled | 28% | 16% | 68% | 36% | 4% | 25 |
| Disability Status | | | | | | |
| Considers Self to have a disability | 31% | 15% | 69% | 38% | 4% | 26 |
| Number of Disabilities | | | | | | |
| Single Disability | 35% | 15% | 65% | 35% | 0% | 20 |
| Type of Disability | | | | | | |
| Other Disability | 23% | 23% | 69% | 38% | 8% | 13 |

Q30: "As a person with a disability, do you feel that you are accepted in the workplace at UNH?"

| | Yes | Somewhat | No | Number Responding |
|-------------------------------------|------------|------------|-----------|-------------------|
| UNH FACULTY AND STAFF | 73% | 26% | 1% | 80 |
| Employee Type | | | | |
| Faculty | 80% | 16% | 4% | 25 |
| Staff | 70% | 30% | 0% | 54 |
| Employee Status | | | | |
| Full-Time | 74% | 25% | 1% | 72 |
| Benefitted Employee | | | | |
| Yes - Benefits | 75% | 24% | 1% | 72 |
| Gender | | | | |
| Female | 66% | 32% | 2% | 44 |
| Male | 83% | 17% | 0% | 35 |
| Campus | | | | |
| Manchester | 55% | 45% | 0% | 11 |
| Durham | 74% | 24% | 2% | 66 |
| Age | | | | |
| 41 - 50 | 50% | 50% | 0% | 12 |
| 51 - 60 | 77% | 23% | 0% | 35 |
| 61 or older | 80% | 20% | 0% | 20 |
| Enrolled in Degree Program | | | | |
| No - Not Enrolled | 72% | 27% | 1% | 78 |
| Length of UNH Employment | | | | |
| 7 - 10 Years | 69% | 31% | 0% | 13 |
| 11 - 15 Years | 73% | 27% | 0% | 11 |
| 16 - 25 Years | 83% | 17% | 0% | 18 |
| More Than 25 Years | 90% | 10% | 0% | 20 |
| Disability Status | | | | |
| Considers Self to have a disability | 72% | 27% | 1% | 79 |
| Number of Disabilities | | | | |
| Single Disability | 72% | 26% | 2% | 57 |
| Multiple Disabilities | 74% | 26% | 0% | 23 |
| Type of Disability | | | | |
| Sensory Disability | 80% | 20% | 0% | 20 |
| Psychological Disability | 60% | 40% | 0% | 20 |
| Physiological Disability | 77% | 23% | 0% | 13 |
| Other Disability | 71% | 27% | 2% | 49 |

Q31: "Have you experienced discrimination at work at UNH based on disability?"

| | Yes | No | Number Responding |
|-------------------------------------|------------|------------|----------------------|
| UNH FACULTY AND STAFF | 16% | 84% | 79 |
| Employee Type | | | |
| Faculty | 23% | 77% | 26 |
| Staff | 13% | 87% | 52 |
| Employee Status | | | |
| Full-Time | 18% | 82% | 72 |
| Benefitted Employee | | | |
| Yes - Benefits | 18% | 82% | 72 |
| Gender | | | |
| Female | 14% | 86% | 44 |
| Male | 18% | 82% | 34 |
| Campus | | | |
| Manchester | 10% | 90% | 10 |
| Durham | 18% | 82% | 66 |
| Age | | | |
| 41 - 50 | 27% | 73% | 11 |
| 51 - 60 | 19% | 81% | 36 |
| 61 or older | 16% | 84% | 19 |
| Enrolled in Degree Program | | | |
| No - Not Enrolled | 17% | 83% | 77 |
| Length of UNH Employment | | | |
| 7 - 10 Years | 18% | 82% | 11 |
| 11 - 15 Years | 27% | 73% | 11 |
| 16 - 25 Years | 22% | 78% | 18 |
| More Than 25 Years | 5% | 95% | 20 |
| Disability Status | | | |
| Considers Self to have a disability | 17% | 83% | 78 |
| Number of Disabilities | | | |
| Single Disability | 16% | 84% | 57 |
| Multiple Disabilities | 18% | 82% | 22 |
| Type of Disability | | | |
| Sensory Disability | 20% | 80% | 20 |
| Psychological Disability | 26% | 74% | 19 |
| Physiological Disability | 15% | 85% | 13 |
| Other Disability | 15% | 85% | 47 |

Q32: "Do you know how to file a complaint at UNH about job discrimination based on disability?"

| | Yes | No | Number Responding |
|-------------------------------------|------------|------------|----------------------|
| UNH FACULTY AND STAFF | 56% | 44% | 81 |
| Employee Type | | | |
| Faculty | 58% | 42% | 26 |
| Staff | 56% | 44% | 54 |
| Employee Status | | | |
| Full-Time | 58% | 42% | 73 |
| Benefitted Employee | | | |
| Yes - Benefits | 59% | 41% | 73 |
| Gender | | | |
| Female | 61% | 39% | 44 |
| Male | 50% | 50% | 36 |
| Campus | | | |
| Manchester | 27% | 73% | 11 |
| Durham | 58% | 42% | 67 |
| Age | | | |
| 41 - 50 | 58% | 42% | 12 |
| 51 - 60 | 64% | 36% | 36 |
| 61 or older | 60% | 40% | 20 |
| Enrolled in Degree Program | | | |
| No - Not Enrolled | 57% | 43% | 79 |
| Length of UNH Employment | | | |
| 7 - 10 Years | 38% | 62% | 13 |
| 11 - 15 Years | 73% | 27% | 11 |
| 16 - 25 Years | 61% | 39% | 18 |
| More Than 25 Years | 65% | 35% | 20 |
| Disability Status | | | |
| Considers Self to have a disability | 56% | 44% | 80 |
| Number of Disabilities | | | |
| Single Disability | 50% | 50% | 58 |
| Multiple Disabilities | 70% | 30% | 23 |
| Type of Disability | | | |
| Sensory Disability | 80% | 20% | 20 |
| Psychological Disability | 45% | 55% | 20 |
| Physiological Disability | 62% | 38% | 13 |
| Other Disability | 55% | 45% | 49 |

Q33: "Do you believe that UNH does an effective job of responding to complaints and concerns about job problems or discrimination based on a disability?"

| | Yes | No | Don't Know/ No Opinion | Number Responding |
|-------------------------------------|------------|------------|---------------------------|----------------------|
| UNH FACULTY AND STAFF | 42% | 12% | 46% | 81 |
| Employee Type | | | | |
| Faculty | 38% | 19% | 42% | 26 |
| Staff | 44% | 9% | 46% | 54 |
| Employee Status | | | | |
| Full-Time | 42% | 14% | 44% | 73 |
| Benefitted Employee | | | | |
| Yes - Benefits | 44% | 14% | 42% | 73 |
| Gender | | | | |
| Female | 36% | 18% | 45% | 44 |
| Male | 50% | 6% | 44% | 36 |
| Campus | | | | |
| Manchester | 18% | 0% | 82% | 11 |
| Durham | 45% | 15% | 40% | 67 |
| Age | | | | |
| 41 - 50 | 42% | 8% | 50% | 12 |
| 51 - 60 | 39% | 17% | 44% | 36 |
| 61 or older | 55% | 10% | 35% | 20 |
| Enrolled in Degree Program | | | | |
| No - Not Enrolled | 43% | 13% | 44% | 79 |
| Length of UNH Employment | | | | |
| 7 - 10 Years | 31% | 8% | 62% | 13 |
| 11 - 15 Years | 55% | 9% | 36% | 11 |
| 16 - 25 Years | 44% | 22% | 33% | 18 |
| More Than 25 Years | 50% | 5% | 45% | 20 |
| Disability Status | | | | |
| Considers Self to have a disability | 43% | 13% | 45% | 80 |
| Number of Disabilities | | | | |
| Single Disability | 34% | 10% | 55% | 58 |
| Multiple Disabilities | 61% | 17% | 22% | 23 |
| Type of Disability | | | | |
| Sensory Disability | 55% | 5% | 40% | 20 |
| Psychological Disability | 40% | 10% | 50% | 20 |
| Physiological Disability | 54% | 15% | 31% | 13 |
| Other Disability | 45% | 18% | 37% | 49 |

Q34: "Do you believe that your job performance would improve if you received a workplace modification (for example, an ergonomic keyboard or chair) based on your disability?"

| | Yes | No | Number Responding |
|-------------------------------------|------------|------------|----------------------|
| UNH FACULTY AND STAFF | 36% | 64% | 78 |
| Employee Type | | | |
| Faculty | 38% | 63% | 24 |
| Staff | 34% | 66% | 53 |
| Employee Status | | | |
| Full-Time | 37% | 63% | 71 |
| Benefitted Employee | | | |
| Yes - Benefits | 35% | 65% | 71 |
| Gender | | | |
| Female | 36% | 64% | 42 |
| Male | 34% | 66% | 35 |
| Campus | | | |
| Manchester | 36% | 64% | 11 |
| Durham | 38% | 63% | 64 |
| Age | | | |
| 41 - 50 | 67% | 33% | 12 |
| 51 - 60 | 23% | 77% | 35 |
| 61 or older | 42% | 58% | 19 |
| Enrolled in Degree Program | | | |
| No - Not Enrolled | 36% | 64% | 76 |
| Length of UNH Employment | | | |
| 7 - 10 Years | 46% | 54% | 13 |
| 11 - 15 Years | 27% | 73% | 11 |
| 16 - 25 Years | 44% | 56% | 16 |
| More Than 25 Years | 25% | 75% | 20 |
| Disability Status | | | |
| Considers Self to have a disability | 36% | 64% | 77 |
| Number of Disabilities | | | |
| Single Disability | 35% | 65% | 55 |
| Multiple Disabilities | 39% | 61% | 23 |
| Type of Disability | | | |
| Sensory Disability | 21% | 79% | 19 |
| Psychological Disability | 50% | 50% | 20 |
| Physiological Disability | 31% | 69% | 13 |
| Other Disability | 38% | 62% | 47 |

Q35: "Have you ever asked for a modification of your workplace based on a disability?"

| | Yes | No | Number Responding |
|-----------------------------------|------------|------------|----------------------|
| UNH FACULTY AND STAFF | 40% | 60% | 81 |
| Employee Type | | | |
| Faculty | 42% | 58% | 26 |
| Staff | 39% | 61% | 54 |
| Employee Status | | | |
| Full-Time | 41% | 59% | 73 |
| Benefitted Employee | | | |
| Yes - Benefits | 41% | 59% | 73 |
| Gender | | | |
| Female | 41% | 59% | 44 |
| Male | 39% | 61% | 36 |
| Campus | | | |
| Manchester | 36% | 64% | 11 |
| Durham | 40% | 60% | 67 |
| Age | | | |
| 41 - 50 | 58% | 42% | 12 |
| 51 - 60 | 36% | 64% | 36 |
| 61 or older | 35% | 65% | 20 |
| Enrolled in Degree Program | | | |
| No - Not Enrolled | 41% | 59% | 79 |
| Length of UNH Employment | | | |
| 7 - 10 Years | 54% | 46% | 13 |
| 11 - 15 Years | 27% | 73% | 11 |
| 16 - 25 Years | 61% | 39% | 18 |
| More Than 25 Years | 30% | 70% | 20 |
| Number of Disabilities | | | |
| Single Disability | 36% | 64% | 58 |
| Multiple Disabilities | 48% | 52% | 23 |
| Type of Disability | | | |
| Sensory Disability | 30% | 70% | 20 |
| Psychological Disability | 45% | 55% | 20 |
| Physiological Disability | 54% | 46% | 13 |
| Other Disability | 45% | 55% | 49 |

Q36: "Did you receive the modification of your workplace?"

| | Yes | No | Number Responding |
|-------------------------------------|------------|-----------|----------------------|
| UNH FACULTY AND STAFF | 97% | 3% | 32 |
| Employee Type | | | |
| Faculty | 100% | 0% | 11 |
| Staff | 95% | 5% | 21 |
| Employee Status | | | |
| Full-Time | 97% | 3% | 30 |
| Benefitted Employee | | | |
| Yes - Benefits | 97% | 3% | 30 |
| Gender | | | |
| Female | 100% | 0% | 18 |
| Male | 93% | 7% | 14 |
| Campus | | | |
| Durham | 96% | 4% | 27 |
| Age | | | |
| 51 - 60 | 92% | 8% | 13 |
| Enrolled in Degree Program | | | |
| No - Not Enrolled | 97% | 3% | 32 |
| Length of UNH Employment | | | |
| 16 - 25 Years | 100% | 0% | 11 |
| Disability Status | | | |
| Considers Self to have a disability | 97% | 3% | 32 |
| Number of Disabilities | | | |
| Single Disability | 95% | 5% | 21 |
| Multiple Disabilities | 100% | 0% | 11 |
| Type of Disability | | | |
| Other Disability | 95% | 5% | 22 |

Q37: "Do you believe that your job performance would improve if your job duties were modified based on a disability?"

| | Yes | No | Number Responding |
|-------------------------------------|------------|------------|----------------------|
| UNH FACULTY AND STAFF | 28% | 73% | 80 |
| Employee Type | | | |
| Faculty | 32% | 68% | 25 |
| Staff | 26% | 74% | 54 |
| Employee Status | | | |
| Full-Time | 28% | 72% | 72 |
| Benefitted Employee | | | |
| Yes - Benefits | 28% | 72% | 72 |
| Gender | | | |
| Female | 23% | 77% | 44 |
| Male | 34% | 66% | 35 |
| Campus | | | |
| Manchester | 27% | 73% | 11 |
| Durham | 29% | 71% | 66 |
| Age | | | |
| 41 - 50 | 50% | 50% | 12 |
| 51 - 60 | 20% | 80% | 35 |
| 61 or older | 25% | 75% | 20 |
| Enrolled in Degree Program | | | |
| No - Not Enrolled | 28% | 72% | 78 |
| Length of UNH Employment | | | |
| 7 - 10 Years | 46% | 54% | 13 |
| 11 - 15 Years | 36% | 64% | 11 |
| 16 - 25 Years | 18% | 82% | 17 |
| More Than 25 Years | 15% | 85% | 20 |
| Disability Status | | | |
| Considers Self to have a disability | 28% | 72% | 79 |
| Number of Disabilities | | | |
| Single Disability | 21% | 79% | 57 |
| Multiple Disabilities | 43% | 57% | 23 |
| Type of Disability | | | |
| Sensory Disability | 21% | 79% | 19 |
| Psychological Disability | 40% | 60% | 20 |
| Physiological Disability | 31% | 69% | 13 |
| Other Disability | 33% | 67% | 49 |

Q38: "Have you ever asked for a modification of your UNH job duties based on your disability?"

| | Yes | No | Number Responding |
|-----------------------------------|------------|------------|----------------------|
| UNH FACULTY AND STAFF | 22% | 78% | 81 |
| Employee Type | | | |
| Faculty | 27% | 73% | 26 |
| Staff | 20% | 80% | 54 |
| Employee Status | | | |
| Full-Time | 21% | 79% | 73 |
| Benefitted Employee | | | |
| Yes - Benefits | 22% | 78% | 73 |
| Gender | | | |
| Female | 18% | 82% | 44 |
| Male | 28% | 72% | 36 |
| Campus | | | |
| Manchester | 9% | 91% | 11 |
| Durham | 25% | 75% | 67 |
| Age | | | |
| 41 - 50 | 42% | 58% | 12 |
| 51 - 60 | 11% | 89% | 36 |
| 61 or older | 30% | 70% | 20 |
| Enrolled in Degree Program | | | |
| No - Not Enrolled | 23% | 77% | 79 |
| Length of UNH Employment | | | |
| 7 - 10 Years | 15% | 85% | 13 |
| 11 - 15 Years | 36% | 64% | 11 |
| 16 - 25 Years | 28% | 72% | 18 |
| More Than 25 Years | 15% | 85% | 20 |
| Number of Disabilities | | | |
| Single Disability | 17% | 83% | 58 |
| Multiple Disabilities | 35% | 65% | 23 |
| Type of Disability | | | |
| Sensory Disability | 20% | 80% | 20 |
| Psychological Disability | 35% | 65% | 20 |
| Physiological Disability | 15% | 85% | 13 |
| Other Disability | 24% | 76% | 49 |

Q39: "Did you receive the modification to your UNH job duties?"

| | Yes | No | Number Responding |
|-------------------------------|------------|------------|----------------------|
| UNH FACULTY AND STAFF | 88% | 12% | 17 |
| Employee Type | | | |
| Staff | 80% | 20% | 10 |
| Employee Status | | | |
| Full-Time | 86% | 14% | 14 |
| Benefitted Employee | | | |
| Yes - Benefits | 87% | 13% | 15 |
| Gender | | | |
| Male | 100% | 0% | 10 |
| Campus | | | |
| Durham | 88% | 12% | 17 |
| Number of Disabilities | | | |
| Single Disability | 80% | 20% | 10 |
| Type of Disability | | | |
| Other Disability | 91% | 9% | 11 |

Q40: "Have you experienced any harassment or similar unfair treatment at work because you have a disability?"

| | Yes | No | Number Responding |
|-------------------------------------|------------|------------|----------------------|
| UNH FACULTY AND STAFF | 14% | 86% | 79 |
| Employee Type | | | |
| Faculty | 12% | 88% | 25 |
| Staff | 15% | 85% | 53 |
| Employee Status | | | |
| Full-Time | 15% | 85% | 71 |
| Benefitted Employee | | | |
| Yes - Benefits | 15% | 85% | 71 |
| Gender | | | |
| Female | 19% | 81% | 43 |
| Male | 6% | 94% | 35 |
| Campus | | | |
| Manchester | 10% | 90% | 10 |
| Durham | 15% | 85% | 66 |
| Age | | | |
| 41 - 50 | 17% | 83% | 12 |
| 51 - 60 | 20% | 80% | 35 |
| 61 or older | 10% | 90% | 20 |
| Enrolled in Degree Program | | | |
| No - Not Enrolled | 14% | 86% | 77 |
| Length of UNH Employment | | | |
| 7 - 10 Years | 8% | 92% | 13 |
| 11 - 15 Years | 36% | 64% | 11 |
| 16 - 25 Years | 17% | 83% | 18 |
| More Than 25 Years | 5% | 95% | 20 |
| Disability Status | | | |
| Considers Self to have a disability | 14% | 86% | 78 |
| Number of Disabilities | | | |
| Single Disability | 12% | 88% | 57 |
| Multiple Disabilities | 18% | 82% | 22 |
| Type of Disability | | | |
| Sensory Disability | 20% | 80% | 20 |
| Psychological Disability | 16% | 84% | 19 |
| Physiological Disability | 17% | 83% | 12 |
| Other Disability | 15% | 85% | 48 |

Q41: "Have you used a campus transportation service (e.g. access van)?"

| | Yes | No | Number Responding |
|-------------------------------------|------------|------------|----------------------|
| UNH FACULTY AND STAFF | 16% | 84% | 79 |
| Employee Type | | | |
| Faculty | 17% | 83% | 24 |
| Staff | 17% | 83% | 54 |
| Employee Status | | | |
| Full-Time | 14% | 86% | 71 |
| Benefitted Employee | | | |
| Yes - Benefits | 15% | 85% | 71 |
| Gender | | | |
| Female | 16% | 84% | 44 |
| Male | 18% | 82% | 34 |
| Campus | | | |
| Manchester | 0% | 100% | 10 |
| Durham | 20% | 80% | 66 |
| Age | | | |
| 41 - 50 | 8% | 92% | 12 |
| 51 - 60 | 17% | 83% | 35 |
| 61 or older | 16% | 84% | 19 |
| Enrolled in Degree Program | | | |
| No - Not Enrolled | 17% | 83% | 77 |
| Length of UNH Employment | | | |
| 7 - 10 Years | 15% | 85% | 13 |
| 11 - 15 Years | 18% | 82% | 11 |
| 16 - 25 Years | 28% | 72% | 18 |
| More Than 25 Years | 11% | 89% | 19 |
| Disability Status | | | |
| Considers Self to have a disability | 17% | 83% | 78 |
| Number of Disabilities | | | |
| Single Disability | 14% | 86% | 56 |
| Multiple Disabilities | 22% | 78% | 23 |
| Type of Disability | | | |
| Sensory Disability | 15% | 85% | 20 |
| Psychological Disability | 21% | 79% | 19 |
| Physiological Disability | 8% | 92% | 13 |
| Other Disability | 23% | 77% | 48 |

Q44: "Do you have any physical or mental conditions that limit you at work, even though you do not consider them disabilities?"

| | Yes | No | Number Responding |
|---|------------|------------|----------------------|
| UNH FACULTY AND STAFF | 13% | 87% | 695 |
| Employee Type | | | |
| Faculty | 16% | 84% | 129 |
| Staff | 13% | 87% | 557 |
| Employee Status | | | |
| Full-Time | 13% | 87% | 631 |
| Part-Time | 16% | 84% | 61 |
| Benefitted Employee | | | |
| Yes - Benefits | 12% | 88% | 627 |
| No - No Benefits | 20% | 80% | 65 |
| Gender | | | |
| Female | 13% | 87% | 484 |
| Male | 14% | 86% | 207 |
| Campus | | | |
| Manchester | 12% | 88% | 60 |
| Durham | 14% | 86% | 627 |
| Age | | | |
| 30 or Younger | 12% | 88% | 105 |
| 31 - 40 | 14% | 86% | 98 |
| 41 - 50 | 13% | 87% | 166 |
| 51 - 60 | 13% | 87% | 244 |
| 61 or older | 14% | 86% | 77 |
| Enrolled in Degree Program | | | |
| Yes - Enrolled | 11% | 89% | 82 |
| No - Not Enrolled | 13% | 87% | 610 |
| Length of UNH Employment | | | |
| Less Than 1 Year | 18% | 82% | 55 |
| 1 - 3 Years | 10% | 90% | 99 |
| 4 - 6 Years | 17% | 83% | 99 |
| 7 - 10 Years | 15% | 85% | 111 |
| 11 - 15 Years | 11% | 89% | 102 |
| 16 - 25 Years | 15% | 85% | 113 |
| More Than 25 Years | 9% | 91% | 114 |
| Disability Status | | | |
| Considers Self to have a disability | 40% | 60% | 78 |
| Considers Self to NOT have a disability | 10% | 90% | 616 |
| Number of Disabilities | | | |
| No Disability | 10% | 90% | 616 |
| Single Disability | 38% | 63% | 56 |
| Multiple Disabilities | 43% | 57% | 23 |
| Type of Disability | | | |
| Sensory Disability | 20% | 80% | 20 |
| Psychological Disability | 53% | 47% | 19 |
| Physiological Disability | 54% | 46% | 13 |
| Other Disability | 44% | 56% | 48 |

Q45: "Do you have any coworkers with disabilities?"

| | Yes | No | Number Responding |
|---|------------|------------|----------------------|
| UNH FACULTY AND STAFF | 41% | 59% | 692 |
| Employee Type | | | |
| Faculty | 54% | 46% | 128 |
| Staff | 39% | 61% | 555 |
| Employee Status | | | |
| Full-Time | 41% | 59% | 628 |
| Part-Time | 43% | 57% | 61 |
| Benefitted Employee | | | |
| Yes - Benefits | 41% | 59% | 624 |
| No - No Benefits | 43% | 57% | 65 |
| Gender | | | |
| Female | 42% | 58% | 483 |
| Male | 39% | 61% | 205 |
| Campus | | | |
| Manchester | 55% | 45% | 60 |
| Durham | 40% | 60% | 624 |
| Age | | | |
| 30 or Younger | 42% | 58% | 104 |
| 31 - 40 | 47% | 53% | 97 |
| 41 - 50 | 38% | 62% | 165 |
| 51 - 60 | 41% | 59% | 245 |
| 61 or older | 43% | 57% | 76 |
| Enrolled in Degree Program | | | |
| Yes - Enrolled | 41% | 59% | 82 |
| No - Not Enrolled | 41% | 59% | 607 |
| Length of UNH Employment | | | |
| Less Than 1 Year | 31% | 69% | 55 |
| 1 - 3 Years | 40% | 60% | 98 |
| 4 - 6 Years | 49% | 51% | 99 |
| 7 - 10 Years | 38% | 63% | 112 |
| 11 - 15 Years | 44% | 56% | 102 |
| 16 - 25 Years | 43% | 57% | 111 |
| More Than 25 Years | 41% | 59% | 113 |
| Disability Status | | | |
| Considers Self to have a disability | 54% | 46% | 78 |
| Considers Self to NOT have a disability | 40% | 60% | 613 |
| Number of Disabilities | | | |
| No Disability | 40% | 60% | 613 |
| Single Disability | 50% | 50% | 56 |
| Multiple Disabilities | 65% | 35% | 23 |
| Type of Disability | | | |
| Sensory Disability | 53% | 47% | 19 |
| Psychological Disability | 74% | 26% | 19 |
| Physiological Disability | 62% | 38% | 13 |
| Other Disability | 51% | 49% | 49 |

Q46: "Have you observed any harassment or similar unfair treatment of coworkers with disabilities?"

| | Yes | No | Number Responding |
|---|-----------|------------|----------------------|
| UNH FACULTY AND STAFF | 4% | 96% | 694 |
| Employee Type | | | |
| Faculty | 5% | 95% | 128 |
| Staff | 4% | 96% | 557 |
| Employee Status | | | |
| Full-Time | 4% | 96% | 630 |
| Part-Time | 0% | 100% | 61 |
| Benefitted Employee | | | |
| Yes - Benefits | 4% | 96% | 626 |
| No - No Benefits | 0% | 100% | 65 |
| Gender | | | |
| Female | 5% | 95% | 483 |
| Male | 1% | 99% | 207 |
| Campus | | | |
| Manchester | 3% | 97% | 61 |
| Durham | 4% | 96% | 625 |
| Age | | | |
| 30 or Younger | 5% | 95% | 105 |
| 31 - 40 | 8% | 92% | 96 |
| 41 - 50 | 4% | 96% | 167 |
| 51 - 60 | 2% | 98% | 245 |
| 61 or older | 5% | 95% | 76 |
| Enrolled in Degree Program | | | |
| Yes - Enrolled | 5% | 95% | 82 |
| No - Not Enrolled | 4% | 96% | 609 |
| Length of UNH Employment | | | |
| Less Than 1 Year | 0% | 100% | 54 |
| 1 - 3 Years | 9% | 91% | 98 |
| 4 - 6 Years | 5% | 95% | 100 |
| 7 - 10 Years | 4% | 96% | 113 |
| 11 - 15 Years | 4% | 96% | 102 |
| 16 - 25 Years | 4% | 96% | 112 |
| More Than 25 Years | 0% | 100% | 113 |
| Disability Status | | | |
| Considers Self to have a disability | 9% | 91% | 78 |
| Considers Self to NOT have a disability | 3% | 97% | 615 |
| Number of Disabilities | | | |
| No Disability | 3% | 97% | 615 |
| Single Disability | 7% | 93% | 56 |
| Multiple Disabilities | 13% | 87% | 23 |
| Type of Disability | | | |
| Sensory Disability | 5% | 95% | 19 |
| Psychological Disability | 16% | 84% | 19 |
| Physiological Disability | 15% | 85% | 13 |
| Other Disability | 12% | 88% | 49 |

Q47: "Have you observed any harassment or similar unfair treatment of employees with disabilities at UNH?"

| | Yes | No | Number Responding |
|---|-----------|------------|----------------------|
| UNH FACULTY AND STAFF | 4% | 96% | 693 |
| Employee Type | | | |
| Faculty | 4% | 96% | 127 |
| Staff | 4% | 96% | 557 |
| Employee Status | | | |
| Full-Time | 4% | 96% | 629 |
| Part-Time | 2% | 98% | 61 |
| Benefitted Employee | | | |
| Yes - Benefits | 4% | 96% | 625 |
| No - No Benefits | 2% | 98% | 65 |
| Gender | | | |
| Female | 5% | 95% | 482 |
| Male | 1% | 99% | 207 |
| Campus | | | |
| Manchester | 2% | 98% | 61 |
| Durham | 4% | 96% | 624 |
| Age | | | |
| 30 or Younger | 4% | 96% | 105 |
| 31 - 40 | 7% | 93% | 97 |
| 41 - 50 | 3% | 97% | 167 |
| 51 - 60 | 2% | 98% | 243 |
| 61 or older | 5% | 95% | 76 |
| Enrolled in Degree Program | | | |
| Yes - Enrolled | 4% | 96% | 82 |
| No - Not Enrolled | 4% | 96% | 608 |
| Length of UNH Employment | | | |
| Less Than 1 Year | 2% | 98% | 55 |
| 1 - 3 Years | 4% | 96% | 98 |
| 4 - 6 Years | 8% | 92% | 100 |
| 7 - 10 Years | 4% | 96% | 112 |
| 11 - 15 Years | 3% | 97% | 101 |
| 16 - 25 Years | 4% | 96% | 112 |
| More Than 25 Years | 1% | 99% | 113 |
| Disability Status | | | |
| Considers Self to have a disability | 9% | 91% | 78 |
| Considers Self to NOT have a disability | 3% | 97% | 614 |
| Number of Disabilities | | | |
| No Disability | 3% | 97% | 614 |
| Single Disability | 9% | 91% | 56 |
| Multiple Disabilities | 9% | 91% | 23 |
| Type of Disability | | | |
| Sensory Disability | 5% | 95% | 19 |
| Psychological Disability | 5% | 95% | 19 |
| Physiological Disability | 8% | 92% | 13 |
| Other Disability | 12% | 88% | 49 |