

Frequently Asked Questions

How can I help students achieve success?

- Provide work that can be done away from the classroom. i.e. additional writing, on-line options, and special projects.
- Extend deadlines when practical

Who can contact for help with making accommodations?

- EEO/Affirmative Action Office 801-626-6240
- Veterans Affairs Office 801-626-6042

Is it required to provide accommodations?

- Yes. It is federal law found under the Soldiers and

What other options do I have?

- Allow the student to take an incomplete.
- Allow the student to withdraw from the class without penalty.

Campus Resources

To schedule an accommodation training for your facility/staff, please contact the faculty at the following:

WSU Director of Equal Employment/Affirmative Action

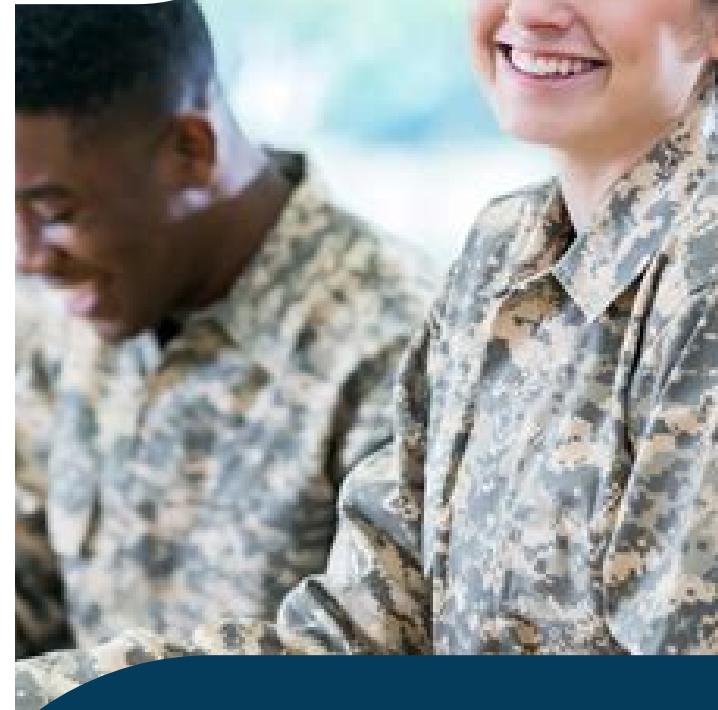
1022 University Circle
Ogden UT 84408-1022
(801) 626-6240

Office of Veterans Affairs

Miller Administration Building RM 103 1019
University Circle
Ogden, UT 84408-1019
(801) 626-6042

Legal Protection

The Soldiers' and Sailors' Civil Relief Act ensures that individuals called to active duty in the Armed Forces are protected from adverse employment actions during their service. Accordingly, Weber State University may not terminate an employee on the basis of deployment or active-duty status.



CALLED TO SERVICE

Accommodations for Active or Deployed Military Personnel at Weber State University

WHY WSU VETERANS DEPLOY

Occasionally, WSU students and employees may be required to be absent in order to perform military duty with Active Forces, Reserve Forces or National Guard.

The Veteran may be deploying for the following reasons:

- Unit Training (two weekends a month; two weeks a year for Reserve/Guard.
- Exercises, deployments, etc. for Active Forces.
- Temporary duty assignment.
- State or national emergency.



The decision to deploy is generally out of the hands of the Veteran. There are events that can be rescheduled, but most requirements cannot. The Veteran will know which can be adjusted and which cannot. The Veteran should have significant notice of a normal deployment in order to make arrangements, but this isn't always the case.

CATEGORIES OF VETERANS (FEDERAL GOVERNMENT)



Active Duty

Students or employees whose full-time job is as a member of the Armed Forces. In this area, it would usually be Air Force. These Veterans are subject to orders at any time.

Reserve

Students or employees who are assigned to a Reserve unit after a period of active duty. Training is held two weekends a month and for two weeks in the summer each year.

National Guard

Students or employees with similar duties as Reserve forces but work for the state. These soldiers may also be called to duty by the federal government.

Summary of Policy Provisions and Support

Students Called to Active Military Status

- Alternatives for coursework and full reimbursement of tuition and fees.
- Residence halls shall be excused from room and board contracts and receive a pro-rated refund of amounts paid.

Employees Called to Active Military Status

Prompt reinstatement- Those away 30 days or less are to receive their position upon arrival. Those away longer than 30 days should be re-hired within a few days.

Status and seniority- If peers received promotions and/or raises while the member was gone, the member should receive a raise as well.

Health benefits- Veterans and their families are entitled to health insurance during and after service.

Pension benefits

Accommodations for disabilities incurred in military service

Protection against discharge without cause

Protection against discrimination

