

Reasonable Accommodations for Employees

If you are an employee of Binghamton University and need a reasonable accommodation to perform the duties of your job, please contact one of the following staff members in Human Resources.

Designee for Reasonable Accommodation (DRA)

Name/Title	Location	Phone	Email
Andrew Baker Title IX Coordinator and Interim Affirmative Action Officer	AD 217B	607-777-2486	abaker@binghamton.edu
Sara DeClemente-Hammoud Senior Associate Director of Human Resources	AD 238B	607-777-4939	declemen@binghamton.edu
Joseph Schultz Associate Vice President for Human Resources	AD 238A	607-777-2187	jschultz@binghamton.edu
Thomas Popielarski Director of Human Resources, Research Foundation	BI 1213	607-777-4266	tpopiela@binghamton.edu

A *reasonable accommodation* is any change to a job, the work environment, or the way things are usually done that allows an individual with a disability to apply for a job, perform job functions, or enjoy equal access to benefits available to other individuals in the workplace.