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Dear Graduate Associate Deans,

Working with HR, the Provost's office, and the Disability Resource Center (DRC), additional Sunrise Plan guidance has been developed that can now be applied to permit consideration of return-to-work requests from individuals who have a legitimate disability accommodation, even though they are otherwise in the "can work from home" category and not expected to return to campus.

As outlined in the [Process to Request to Work on Campus as a Disability Accommodation](#), graduate students or postdocs who believe that they can demonstrate a need for a return-to-work accommodation should work with the DRC in the usual fashion to document their need. The DRC will assess the request following their standard protocols and provide an accommodation letter if they deem one warranted. That accommodation letter should then be included as part of a normal sunrise application, i.e., the individual will follow the same steps as those who've already returned because they had task-related need(s) to be on site, to include showing awareness of and intent to comply with all relevant safety and public health plans appropriate to their place of work.

Please forward this information to relevant individuals in your units involved in processing applications as they arrive. Note that in the ABSENCE of an accommodation letter from DRC, we are NOT yet permitting return to campus/site for individuals who are finding it inconvenient, or less "efficient", to work from home. A finding of an accommodation need by DRC is required for anyone in the "can work from home category" to return to campus/site on any regular basis.

Thank you for your continued support of our graduate students and postdocs.

Sincerely,

Yoji Shimizu
Associate Dean of Graduate Education
Director, Graduate School Diversity Office

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