Date submitted: 6/18/18

Question: I recently referred a friend to a position at UR and was shocked to learn that they were asked about their disability on the application. They were extremely put off and decided not to pursue employment here, not wanting to disclose such personal details on a form. Why do we have that on there? It seems discriminatory against a protected class of people. It is a little embarrassing to talk about the great culture here and then be perceived as ableist by a highly qualified, energetic and hard working person that could have really done some good here.

Response: I’m sorry this made you both uncomfortable. All of the questions on that form are optional. We collect the information to help us understand if/how we can diversify our applicant pools in order to increase the likelihood of a diverse hire. This information is not ever available to hiring managers. I would be surprised if this is the first time he has encountered such a form in an application setting. I would be happy to talk with you further or him if you like.
(Carl Sorensen)

Date submitted: 6/29/18

Question: Why do we have a swimming pool? We have a deteriorating facility with unpredictable temperatures/cleanliness/etc. The facility is barely staffed in the summer limiting the number of rec swim opportunities (6/29 - no opportunities for rec swim). Any enhancements in the works?

Response: We will be getting a new HVAC system in the pool this fall; we hope this helps with the temperature in the room. We understand your frustration with our current lifeguard situation; please know we are doing everything in our power to rectify the situation. We currently only have 5 lifeguards hired to cover all of our 22 weekly shifts. Unfortunately, when a guard calls out or we are unable to get a shift covered, we have no choice but to close the pool. The pool schedule is complete for the month of July and as of now, all shifts are covered. (Marti Tomlin)