

POINTS ABOUT “REASONABLE ACCOMMODATIONS”, FROM THE OSWD HANDBOOK FOR STUDENTS, FACULTY, AND STAFF

What Are Reasonable Accommodations?

- A reasonable accommodation is a modification or adjustment to a class or program that allows qualified persons with a disability to participate or to enjoy the rights and privileges offered by the university.
- The University is required to make modifications only to known and validated disabilities. The student must give the university reasonable notice of the request for modifications. Whatever steps necessary to ensure that qualified individuals with disabilities are not excluded, treated differently or segregated because of the absence of auxiliary aids or services must be taken.
- The provision of modifications is coordinated through OSWD. Disclosure of eligible disabilities is made to OSWD, which also receives medical records and other necessary documentation supporting the student's eligibility and the need for an accommodation.
- Students should be able discuss accommodations in collaboration with faculty and OSWD staff. Arranging effective accommodations requires that faculty, students, and OSWD staff collaborate, communicate, and follow through in a timely fashion.
- Extracurricular activities that are a part of the University are covered by the provisions of the law and should be scheduled at accessible locations if at all possible.
- This University may use equipment or service providers that augment communication. Examples are sign language interpreters, note takers, readers and scribes, laboratory and library aids, computer-aided transcription devices, assistive listening devices, telecommunications devices, texts in digital formats, and Braille, large-print, and raised-line materials. The University pays the cost of the auxiliary aid or service.

Exclusions

- An accommodation or modification that would result in a fundamental alteration in the nature of the program is not permitted.
- The University need not make modifications or provide auxiliary aids or services if it constitutes an undue burden.
- The University is not required to permit an individual to participate in or benefit from a University program or service when that individual poses a direct threat to health or safety.