

The Americans with Disabilities Act (ADA 504)



Understanding Reasonable Accommodations and Faculty/Student Responsibility

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The Rehabilitation Act of 1973

Section 504 relates to employment practices, communications and all policies, procedures and practices that impact on the treatment of students with disabilities.

The ADA ACT of 1990

Civil rights guarantee that provides protection from discrimination for individuals in the United States on the basis of disability.

The ADA Amendments ACT of 2008

Broadens the interpretation of “disability” in the above legislation to include disabilities that are “substantially limiting” and last more than six (6) months.

MISSION

In line with the University's mission, the program is in place to provide and/or help students acquire the necessary resources and accommodations needed (as verified through proper documentation) to help them become the most effective professionals and leaders of society.

ELIGIBILITY

- ✓ The individual must meet the basic acceptance requirements as set forth by the University.
- ✓ The student must be fully enrolled for the semester they are requesting services.
- ✓ The student must self-present with the proper documentation of their disability.

DISABILITIES

- ✓ Documented by a professional.
- ✓ No more than (3) three years old.
- ✓ Interferes with an individual's ability to accomplish his/her educational goal.
- ✓ Learning disabilities are not a form of mental retardation (average to above average intelligence).



HOW THE PROGRAM WORKS

STUDENT RESPONSIBILITIES

- Self-present with proper documentation
- Complete intake packet
- Complete an Accommodations Request Form each semester as early as possible in the semester
- Provide current class schedule with instructors' names (first and last preferred)
- Discuss requested accommodations with instructors
- Update documentation as necessary

FACULTY RESPONSIBILITIES

- Discuss requested accommodations with student
- Provide student's requested accommodations
- Return Accommodations Signature Page (with signature) to Accommodations Coordinator
- Inform students about the accommodations program, especially if they express they have a disability and need accommodations

Reasonable Accommodations

Modifications in policies, practices, or procedures when the modifications are necessary to avoid discrimination on the basis of disability, unless the entity can demonstrate that making the modifications would fundamentally alter the nature of the service, program, or activity or cause a financial burden.

The purpose of accommodations is to even the “playing field” while still requiring the student to master the necessary skill set to pass a course.

Colleges and universities receiving federal financial assistance must not discriminate in the recruitment, admission or treatment of students.

Informing Instructors

- ✓ **CONFIDENTIALITY**

- ✓ Student Documentation

- ✓ Student's Choice

- ✓ Letters

RESOURCES/HELPFUL LINKS

- ✓ US DEPARTMENT OF JUSTICE (ada.gov)
- ✓ US DEPARTMENT OF EDUCATION (ed.gov)
- ✓ OFFICE FOR CIVIL RIGHTS (ed.gov/ocr)
- ✓ Association on Higher Education and Disability (ahead.org)
- ✓ WRIGHT'S LAW (wrightslaw.com)
- ✓ pacer.org/publications/adaqa/504.asp

Contact Information



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QUESTIONS

