Student Disability Resources: Accommodations in the Academic Environment

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Purpose

The purpose of this session is to share information with faculty and staff how a student engages in an *interactive process* with Student Disability Resources to determine *reasonable accommodation(s)* eligibility based on a *documented disability* that *substantially limits a major life activity*.

Outcomes

- Session participations will have a better understanding of:

    - How eligibility is determined
    - How reasonable accommodations are determined
    - How to refer students to Student Disability Resources
    - Determining and documenting essential academic requirements for your course
    - Common accommodations
    - Faculty and student rights and responsibilities
    - Who to reach out to for help

Student Disability Resources

- UND provides qualified students with disabilities an equal opportunity to participate in all UND programs and activities.

  UND's Student Disability Resources works in partnership with students, faculty and staff to:

- Facilitate disability accommodations

- Promote inclusive campus environments

- Encourage student independence

Student Disability Resources

Dr. Sara Kaiser, Director

Andrea Gargano, Coordinator

Ali Blackmun, Coordinator

Ireland Hanson, Vice Provost Assistant

IDEA vs ADA

- IDEA (Individuals with Disabilities Education Act)
  - K-12
  - Focused on **success**

- ADA (Americans with Disabilities Act)
  - K-12
  - Higher Education
  - Focused on **access**

Disability Accommodation Rights

Accommodation rights are provided to students with disabilities in alignment with the Americans with Disabilities Act (ADA) and the Rehabilitation Act of 1973. In order to arrange accommodations, students disclose their disabilities to UND Student Disability Resources, request accommodations and provide documentation to establish a logical link between the accommodation and the disability.

Disability Accommodation Process

- Student registers with Student Disability Resources
- Student submits documentation to establish disability
- Student and Student Disability Resources engage in an *interactive process* to:
  - Identify barriers caused by the disability
  - Discuss which accommodation(s) may be appropriate and *reasonable*
  - Discuss accommodation history
  - Explore evidence of a disability
  - Identify *functional limitations* or *barriers*

Disability Accommodation Process

- If reasonable accommodations are supported, student receives verification document that identifies the accommodations supported by Student Disability Resources.

- The **student** should discuss the accommodations with each of their faculty and together, discuss how the accommodations will be provided.

- _Student Disability Resources will not always send a letter to a faculty member directly._

- Student Disability Resources is available to consult as needed.

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Disability Accommodation Process

- Accommodations are determined on a *course by course and case by case basis,* thus, they are updated each semester (or if needed during the semester).

- A new verification document is provided to the student each semester.

How does a student qualify?

- Have a physical or mental impairment that **substantially limits** one or more major life activities (learning, seeing, hearing, speaking, walking, or breathing).

- Presence of a disability or diagnosis does not necessarily qualify an individual for accommodations.

- Experience functional limitation(s) caused by the disability that significantly limits or prevents access.

- There must be a logical link between the functional limits of the student's disability and the specific accommodation.

Disability Access Statement

Student Disability Resources recommends the following disability access statement be placed in each course syllabus:

- The University of North Dakota is committed to providing equal access to students with documented disabilities. To ensure access to this class and your program, please contact Student Disability Resources to engage in a confidential discussion about accommodations for the classroom and clinical settings. Accommodations are not provided retroactively. Students are encouraged to register with Student Disability Resources at the start of their program. More information can be obtained by email UND.sdr@UND.edu or by phone at 701.777.2100.

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Fundamental Alteration

- What are the essential requirements of the course?
  - Mastery of specific skills, knowledge, attitudes, and concepts *all* students must demonstrate with or without accommodations.
  - Clearly articulated purpose of the course/program.
  - Clear framework used to evaluate the standard.
- Essential vs. Non-essential Requirements
  - Essential = absolute requirement
  - Non-essential = preferred skill development
- Accommodations are made on a case-by-case basis.

Department Data

Semester	Students Receiving Accommodations
Fall 2016	111
Fall 2017	207
Fall 2018	190
Fall 2019	182
Fall 2020*	150
Fall 2021	241
Fall 2022	266
Fall 2023	290
Fall 2024	

Most Common Reported Disabilities

- Psychological
  - ADHD
  - Anxiety
  - Depression
  - Psych General
  - Autism Spectrum Disorder
- Learning Disability
- Chronic Health
  - POTS
  - Crohn's
  - Diabetes
  - Cancer
  - Long-Covid

Common Accommodations

- Testing
  - Extra Time
  - Distraction Reduced Environment
  - Breaks during exams

- Note Taking
  - Audio Record Class Lectures
  - Lecture Notes or PowerPoints
  - Audio Software (Glean)
  - Messenger Pigeon

- Accessible Materials
  - E-text, readable format
  - Assistive listening devices
  - Digital or audio format of presented material

UND Policy

- Student Educational Disability Accommodations
  - Available in PolicyStat

Outlines core principles; procedures; rights and responsibilities of students, faculty and Accessibility for Students.

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Rights & Responsibilities

Students have the right to:

- Apply for accommodations at any time

- Engage in an interactive process with an Access Coordinator in Accessibility for Students to discuss their barriers

- Request a review of the accommodations at any time

- Expect confidentiality of records concerning the disability except when disclosure is required by law, necessary to implement the accommodation, or authorized by the student

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Rights & Responsibilities

Students have the responsibility to:

- Apply for accommodations with Student Disability Resources

- Engage in an interactive process with an Access Coordinator in Student Disability Resources to discuss their barriers

- Provide supporting documentation when requested

- **Discuss implementation needs, if necessary.**

- Provide each of their faculty members a copy of their verification document with approved accommodations

- Discuss, as needed, accommodation needs with their faculty members

- Understand accommodations are not retroactive

- Engage in an interactive process each semester to determine accommodations

Rights & Responsibilities

Faculty members have the right to:

- Maintain academic standards for courses

- Determine course content and how it will be taught

- Confirm a student's request for accommodations and ask for clarification about a specific accommodation with Student Disability Resources

- Deny a request for an accommodation – if the student has not been approved for such an accommodation

- Award grades appropriate to the level of the student's demonstration of mastery of the material

- Fail a student who does not perform to passing standards

Rights & Responsibilities

Faculty members have the responsibility to:

- Refer students to Student Disability Resources when necessary

- Provide approved accommodations and academic adjustments to students who have documented disabilities in a timely manner

- Maintain confidentiality of records concerning students with disabilities except when disclosure is required by law or authorized by the student

- Provide handouts, videos, and other course materials in accessible formats as approved in accommodations

- Evaluate students based on their abilities rather than their disabilities

Rights & Responsibilities

Student Disability Resources has the right to:

- Engage in an interactive process with a student to discuss their functional limitations and academic barriers

- Request additional supporting documentation

- Determine reasonable accommodations

- Consult with faculty and other experts in the field, as needed

- Deny accommodation requests, as appropriate under the law

Rights & Responsibilities

Student Disability Resources has the responsibility to:

- Operate in good faith to determine reasonable accommodations

- Discuss the rational for accommodations or denial of accommodations with the student

- Maintain confidentiality of records concerning students with disabilities except when disclosure is required by law or authorized by the student

- Provide a verification document to the student following the interactive process determining reasonable accommodations each semester

- Provide consultation to faculty to implement the accommodation

- Problem solve with faculty and students in good faith to remove or reduce barriers in the academic environment

- Consult with the ADA Coordinator, as necessary

- Consult with other campus resources, as necessary

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Providing the Accommodation(s)

- Speak with the **student**
- Consult with Student Disability Resources if questions arise
- UND Testing Services
    - https://und.edu/academics/testing-services/
- Teaching Transformation and Development Academy (TTaDa)
    - https://und.edu/academics/ttada/index.html
- Accessible materials

Other Points to Consider

- Current textbooks and editions
  - Available in e-text format
- Universal Design
- Video Captioning
- Hybrid Learning Options
- Consult, consult, consult

Student Disability Resources Guiding Principles

- Students are the frontline managers of their disability. Student Disability Resources never goes in front of a student.

- Never assume.

- No pity.

- Respect each individual.

- Act in good faith.

- We don't do for students what they can do for themselves.

Questions?

Student Disability Resources

- Website: und.edu/student-life/student-disability-resources

- Phone: (701) 777-2100

- Email: UND.sdr@UND.edu

- O'Kelly Hall, Room 2

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