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REASONABLE ACCOMMODATION OF STUDENTS WITH DISABILITIES

Policy

NewU is committed to providing access and equal educational opportunities to all students, including students with disabilities. NewU does not discriminate against students with disabilities. The University provides reasonable accommodation to a student's known disability in order to afford that student an equal opportunity to participate in University-sponsored academic and extracurricular programs, activities and services.

Guidelines for Addressing Academic Issues of Students with Disabilities

Reason for Policy Guidance

This guidance serves two purposes:

- To provide guidance to faculty and staff so that they may reasonably accommodate and support students with disabilities without compromising academic standards and requirements;
- To assure students with disabilities that the University will provide access to all University-sponsored programs, benefits and activities through reasonable accommodation and program accessibility as required under the Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990, as amended ("ADA").

Protection from Discrimination

The Rehabilitation Act and the ADA prohibit discrimination against people with disabilities. These and other laws require that reasonable accommodations be provided to otherwise qualified individuals with a disability.

Some Key Definitions

Disability — A person with a disability is defined as an individual who

1. has a physical or mental impairment that substantially limits one or more major life activities,
2. has a record of such an impairment, or

3. is regarded as having such an impairment.

Reasonable Accommodation — A reasonable accommodation is a modification or adjustment that enables an otherwise qualified individual with a disability full access to participation in University-sponsored programs. These modifications should not fundamentally alter the purpose or requirements of the course or program. Reasonable accommodations are determined on an individual basis and take into account the functional limitations of the impairment. Accommodations may vary from class to class depending upon course content and format. They are intended to be effective and reasonable; they may not be exactly what the student wishes or requests.

Appropriate Documentation — Appropriate documentation is a written evaluation or report provided by a clinician in a specific profession or area of expertise who is considered qualified to make the diagnosis. The documentation must be current and comprehensive and may include clinical and social histories from parents, counselors and specialists. A diagnosis must be included. Documentation must identify the student's specific functional limitations within the academic setting and must show substantial limitation compared to most people. The documentation should conform to well-established practices in specific area(s)/field(s).

Responsible University Office

Students with disabilities and temporary conditions are served by the Office of Student Journey. This university unit is responsible for assessing all student requests for accommodations and determining reasonable accommodations for students with disabilities.

Accommodation Procedures

Responsibilities of Students

Students with disabilities who seek accommodation at NewU are responsible for self-identifying with the office of Student Journey. Identification may take place upon admission or at any time during the student's course of study.

Students requesting accommodations are responsible for providing documentation, at their own expense. The Office of Student Journey may request additional information if the documentation provided does not support the existence of a disability or the need for the accommodations requested.

The Student Journey Documentation Review Committee thoroughly reviews the documentation and accommodations are determined through an interactive process with input from the student. Consultation with faculty may be important in determining how to best accommodate a student in a specific course. A determination from the Committee may take four to six weeks, or longer if additional information is needed.

Students who are approved for accommodations must authorize the Office of Student Journey to inform appropriate faculty about their approved accommodations. They must also make online requests to Student Journey for individual exam accommodations each

semester. Students are encouraged to introduce themselves to professors to initiate a dialogue about their particular needs.

Responsibilities of Faculty and Staff

Faculty and staff are responsible for ensuring equity and access in their programs and classrooms. The approved accommodations should not fundamentally alter the academic requirements essential to a course or program of study or to licensing prerequisites. It is also important to recognize that students with disabilities must reach the same performance standards to fulfill degree requirements as their non-disabled peers. Accommodations provide students with disabilities equal access, not an unfair advantage.

Instructors are required to accommodate students only after receiving an email from Student Journey indicating the accommodations that have been approved.

Confidentiality

All disability documentation provided by the student is confidential and remains in the Office of Student Journey for the purpose of determining reasonable accommodations.

Faculty should refrain from discussing a student's disabilities and accommodations in front of the class, in the presence of other students or to faculty or staff not directly involved in the accommodation process.

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