

Determining Reasonable Accommodations

Summary

Columbus State University is obligated to provide accommodations only to the known limitations of an otherwise qualified student with a disability. Reasonable accommodations are made on a case by case basis

Purpose

This document defines reasonable accommodations and presents the analysis for determining such accommodation.

Policy

A reasonable accommodation is a modification or adjustment to a course, program, service activity or facility. It enables a qualified student with a disability an opportunity to attain the same level of performance or enjoy equal benefits and privileges as are available to similarly situated students without disabilities. The university is obligated to provide accommodations only to the known limitations of an otherwise qualified student with a disability. Reasonable accommodations are made on a case by case basis. To assist in determining reasonable accommodations, The Center for Accommodation and Access may seek information from appropriate university personnel regarding essential standards for courses, programs, services, activities and facilities. Reasonable accommodations are determined by examining:

- the barriers resulting from interaction between the documented disability and the campus environment
- the possible accommodations that might remove barriers
- whether or not the student has access to the course, program, service, activity, or facility without accommodation
- whether or not essential elements of the course, program, service, activity or facility are compromised by accommodations.

The following analysis is used to evaluate accommodation requests:

- Does the student have a disability and is the disability documented by a qualified professional? The amount of required documentation will be based upon the

- nature of the disability and the nature and duration of the accommodation.
- Is the student "otherwise qualified"?
 - Did the student request the accommodation and is it appropriate to the needs of a student or prospective student with that type of disability and for the situation?
 - Was the request submitted in a manner consistent with established policy and procedures?
 - Is the request reasonable and/or readily achievable?
 - Is the nature of the program or activity fundamentally altered by the provision of the accommodation?
 - Does the provision of the accommodation present an undue financial burden or administrative burden on the university?

Educational institutions are not required to provide the requested or preferred accommodation. They are required to provide reasonable, appropriate, and effective accommodations for disabilities that have been adequately documented and for which the accommodation has been requested.

Faculty members have the liberty to inquire about the effectiveness of any accommodation. They may privately initiate discussion with appropriate faculty members (without revealing the identity of the student) and the individual student about accommodation procedures. Once faculty members receive notification of a student's accommodations and verification of disability, he/she may choose to alter the modification only with mutual consent of the student. Faculty should also contact the Office of Center for Accommodation and Access as to the feasibility of such alterations.

(Information compiled from the disability services guidelines of the University of Wisconsin-Madison, Clemson University, Georgia Technical Institute, Oklahoma Community College, Augusta State University and the Title II Technical Assistance Manual, Department of Justice.)

Related USG Policy

4.1.5 Students with Disabilities

Last Update

5/25/17

Responsible Authority

Director of the Center for Accommodation and Access