

POLICY ON ACCOMMODATIONS FOR STUDENTS WITH DISABILITIES

Under the Americans with Disabilities Act, disability means, with respect to an individual, a physical or mental impairment that substantially limits one or more of the major life activities of such individual; a record of such an impairment; or being regarded as having such impairment.

Multnomah University shall provide reasonable accommodations necessary to afford equal opportunity and full participation in all academic and co-curricular programs for qualified students with verified disabilities. The Disability Resource office (DR) will coordinate this effort. Accommodations will be provided in the most integrated setting appropriate to the student's needs. Accommodations do not modify learning objectives, but rather provide flexibility in how those objectives are achieved and assessed. Multnomah University students must possess a minimum level of functionality that allows them to reach course learning objectives when given reasonable accommodations as defined by the ADA. Furthermore, accommodations are not granted retroactively, so students should apply for accommodations before they are needed and not expect accommodations to be granted for past issues.

Accommodations are considered reasonable unless they alter or remove essential requirements of a course/program, fundamentally alter the nature of a program, impose an undue financial or administrative burden to the University, or pose a threat to others.

Please note that ADA information falls under FERPA privacy guidelines and may be shared with University personnel that have an educational need to know.

The Disability Resources office will *not* proactively share disability related information for the purposes of students working at the University in staff, faculty, or student employment roles. In other words, if a student working for the University would like to request accommodations for her/his University employment, the student should do so through the Human Resources Department.

Undergraduate and graduate students needing accommodations are required to file an application with Multnomah's ADA Officer in a timely manner so that the request can be carefully considered and, if approved, appropriate accommodations arranged.

A student with a disability should provide current professional verification by a licensed professional health care provider who is qualified in the diagnosis of the disability. For emotional disabilities, the evaluation must be within one year prior to the accommodation request. For learning disabilities, the evaluation must be within three years prior to the accommodation request. Some exceptions may be made to these time frames if it is clear that the student is still being impacted by the disability or in cases that a disability is very unlikely to change over time.

Disability verification should include the diagnosis, basis for the diagnosis, the student's present level of functioning of the major life activity affected by disability, and the accommodations needed.

The cost of obtaining the professional verification shall be borne by the student. If the initial verification is incomplete or inadequate to determine the present extent of the disability and appropriate accommodations, the university shall have the discretion to require additional information. All costs to secure this additional information shall be borne by the student.

Multnomah's ADA Officer will evaluate the application and determine what actions are appropriate. The action taken on the application will be communicated to the student. If an accommodation is approved, all relevant personnel will be informed.

A student who believes that the action of the ADA Officer was discriminatory (unreasonably differentiating between persons on the basis of a protected status) may file an appeal with the Director of Human Resources. The appeal must be submitted in writing within ten working days of the decision notification and must state the basis for the appeal. The decision of the Director of Human Resources is final.

Faculty who believe an approved accommodation is not reasonable will contact the DR office and state the basis for their opinion. The DR office will work with the faculty member, student, and supporting documentation to determine reasonability. The accommodation will remain active until the time at which it is deemed to be unreasonable (if applicable). A faculty member may not determine reasonability independently.