

# Accommodation Information for Faculty –

Title II of the American with Disabilities Act (ADA) prohibits discrimination on the basis of disability by all services, program and activities made available by public entities. Failure to provide accommodations for which a student is eligible is considered discrimination under the law.

## How are Accommodations Determined?

The Regents Center for Learning Disorders determines the appropriate accommodations for students with disabilities that impact learning. Decisions on accommodations are based on supporting documentation that meets the criteria set forth by the Board of Regents.

## Fairness

In the eyes of human rights legislation, sometimes being fair means treating individuals differently and giving each person what they need to be academically successful. Accommodations for students with disabilities helps to ensure all students have equal opportunities to achieve success by compensating for disability-related symptoms while at the same time demonstrating mastery of the course content.

## Communication-Ensure Responsiveness; show receptiveness

Instructors are receptive to students who approach them about accommodations. It is appropriate to ask how to provide an accommodation, but not why an accommodations is needed. Questions about the appropriateness of an accommodation are directed to SDS.

Information pertaining to a student's disability or accommodations is confidential by law. Instructors must discuss accommodations in private, where other students cannot overhear. Avoid identifying a student as having a disability to others without written permission of the student. Shred accommodations paperwork after finals each semester. Violating a student's confidentiality is often traumatic to the student, and can be the basis of a complaint to the Office for Civil Rights.

Encourage students to make an appointment during office hours to discuss their accommodations, and which ones they plan to use in your class. Ask students how you can assist them with course material. Contact SDS with any concerns, such as fairness or academic integrity, rather than discussing these issues with the student.

### Instructor Notification

Students determine if and when they will use their accommodations. All eligible students who plan to use their accommodations in a course must provide the instructor with a current Accommodation Notification from Student Disability Services (SDS).

Instructors are not required to provide accommodations for a student who has not provided an Accommodation Notification. However, if a student discloses a disability, the instructor will refer the student to SDS to discuss procedures and potential accommodations. Students are expected to meet with instructors in private outside of class time to review the accommodations listed on the Accommodation Notification. The instructor keeps a copy of the Accommodation Notification for reference.

Remember that information pertaining to a student's disability is confidential by law. Discussions with students about accommodations must be held in private, where they cannot be overheard by others.

SDS notifies instructors as far in advance as possible if they will have a student who is deaf or hard of hearing in class. Students who are deaf or hard of hearing will generally have closed captions (captions on videos used in the course) as an accommodation, and may also have a C Print Captionist or Sign Language Interpreter in class.

SDS notifies instructors as far in advance as possible if they will have a student who is blind or visually impaired in class. SDS will work with the instructor and the student to obtain materials in braille, digital, or large print format.

