



ACCOMODATIONS

an **ACCOMMODATION** is an adjustment or modification to the environment, assignment, or devices used in order to allow an individual with a disability to complete a task or obtain content

(Source)

Students with disabilities are guaranteed reasonable accommodations per Section 504 of the Rehabilitation Act

Accommodations can be utilized in all areas of life:

- Work
- Classrooms
- Living environments
- Transportation services
- (just to name a few!)

The Americans with Disabilities Act under Title I requires:

- Adjustments to job application process
- Modifications to physical work environments
- Enabling equal benefits and privileges

You may qualify for an accommodation if you have been diagnosed with:

- A physical disability
- A cognitive or learning disability
- A psychiatric disability

If you are uncertain if you qualify or what assistance you may qualify for, do not hesitate to reach out to your university disability services for assistance!



Accommodations are

NOT

providing students or employees
with an easy way out

cheating

Or something that just anyone
can get if they ask for it

(Source)

STUDENT ACCOMMODATIONS

- Extra time on tests
- JAWS - Job Access With Speech
- Adjustable workstation
- Reader
- Providing assignments in a different format
- Interpreter
- Removing physical barriers (ex. stairs replaced with a ramp)
- Alternative setting for tests
- Service animal
- Modified keyboards
- Screen readers
- Modified formats of classroom materials
- Any adaptation that allows a student with a disability the ability to participate in a college program or activity
- Parking/transportation

FACULTY ACCOMMODATIONS

- Adjustable workstation
- Service animal
- Screen readers
- Modified keyboard/mouse
- Removing physical barriers
- Parking/transportation
- Interpreter
- Modified work schedule
- Job restructuring
- Modifying materials
- Assistive technology

REFERENCES

Protecting Students With Disabilities. (2020, January 10). Retrieved December 12, 2020, from <https://www2.ed.gov/about/offices/list/ocr/504faq.html>

Reasonable Accommodations. (n.d.). Retrieved December 12, 2020, from <https://askearn.org/topics/laws-regulations/americans-with-disabilities-act-ada/reasonable-accommodations/>

DART Toolbox for Faculty and Administrators. (n.d.). Retrieved December 12, 2020, from <https://www.apa.org/pi/disability/dart/faculty>

RESOURCES

JAN: Job Accommodation Network

<https://askjan.org>

University Disability Service Center

UND: <https://und.edu/student-life/disability-services/index.html>

Accommodations during COVID19 resource

<https://www.ahead.org/professional-resources/coronavirus-resources>

Toolkit for faculty and Administrators: information and guidance for students with disabilities and services available to them:

<https://www.apa.org/pi/disability/dart/faculty>

Contact the university's student health services or counseling center for additional resources and support