



Disability Support Services (DSS) Important Information for Faculty/Staff

Disability Support Services (DSS), located in the Learning Resource Center (LRC), is available to assist faculty by verifying documented disabilities, authorizing accommodations, and providing information and training on disability-related issues.

Accommodations are a right, not a privilege. It is the University's responsibility to have a mechanism in place that arranges accommodations for students with disabilities. It is the student's responsibility to provide appropriate documentation that authenticates the disability and justifies the need for accommodations. It is DSS's responsibility to verify documentation, to elicit clarification from the student and/or medical professional regarding the disability and its impact on learning, and to establish eligibility for accommodations. It is the instructors' responsibility to uphold and implement the accommodations outlined by DSS in their courses.

Accommodations are made on a case-by-case basis. The determination of appropriate accommodations depends on the student's disability, history of accommodation, and the nature of the course material, course delivery, and course assessment. Accommodations are determined on an individual basis after the appropriate documentation has been reviewed and conversations between the student and DSS and/or faculty and DSS have occurred.

Accommodations that compromise the essential components of the course shall not be required of faculty by the University. When course accommodations are required for a student, the intent is to provide that student with equal access to the essential course content and to mitigate the impact of the disability on the student's learning and/or academic performance without compromising course or program integrity. If faculty believes that an accommodation interferes with the essential components of the course, faculty should recommend alternative accommodations and schedule a meeting with the student and DSS. Alternative accommodations must be as effective as those outlined by DSS and should not be implemented until approved by DSS. DSS must ensure that all other options for accommodating the student have been reviewed and that no other option is available to the student. Delays in the negotiations or the implementation of accommodations can be construed as a form of discrimination against the student.

Specific information about the student's disability may only be provided through DSS with the student's written permission. Faculty members are encouraged to share with DSS information about the course and/or program so that DSS is best able to make accommodation recommendations. However, to protect the privacy of the student involved, DSS will not have a specific discussion about the impact of the student's disability without the student's written permission.