

Faculty Rights & Responsibilities

Under the American With Disabilities Act 1990 &
Section 504 of the Rehabilitation Act of 1973

Faculty Rights

Faculty members have the right to:

- Determine and uphold course content, essential elements and requirements, and delivery/instructional methods.
- Confirm a student's accommodations and ask for clarification about a specific accommodation (as per the letter of accommodations) if it interferes with the fundamental course requirements.
- Deny a request for accommodation – if it is not listed within the letter of accommodations or if SDS has not provided the student's letter to the instructor.
- Award grades appropriate to the level of the student's demonstration of mastery of the course material.

Faculty members do not have the right to:

- Refuse to provide a reasonable accommodation as listed on the letter of accommodations.
- Challenge the legitimacy of a student's disability.
- Review a student's medical documentation.

Faculty Responsibilities

Faculty members have the responsibility to:

- Be familiar with the laws (ADA, Section 504, Title IX) and SDS guidelines for classroom accommodations.
- Refer students to SDS when a student self-identifies as having a disability; faculty are not responsible for providing any accommodations until an official SDS letter of accommodations is received.
- Provide the accommodations stated in the student's letter of accommodations in a timely manner.
- Maintain appropriate confidentiality of letter of accommodations except when disclosure is required by law.
- Provide handouts, videos, and other course materials in accessible formats if listed in the student's letter of accommodations. For assistance regarding digital accessibility please contact SDS or Instructional Technology - <https://my.uiw.edu/ird/instructional-technology/index.html>.
- Discuss with SDS any concerns related to the accommodation(s) or arrangements that have been requested for a student with a disability.

Student Rights & Responsibilities

Under the Americans with Disabilities Act of 1990 &
Section 504 of the Rehabilitation Act of 1974

Student Rights

Students have the right to:

- An equal opportunity to learn. The University is required to provide appropriate academic adjustments as necessary to ensure that it does not discriminate based on disability. Academic adjustments may include auxiliary aids and services, as well as modifications to academic policies as necessary to ensure an equal educational opportunity.
 - This practice includes housing, services, extracurricular activities, and transportation. The institution must provide comparable, convenient, and accessible aids, services, and benefits to students with disabilities as afforded to others.
- Be evaluated based on their academic achievements and not the extent of the disability. Reasonable auxiliary aids or services may be provided to ensure access to course content and exam protocol. SDS must first analyze the appropriateness of an aid or service in its specific context.
- Engage in the interactive process. SDS will review the request considering the essential requirements for the relevant program. An academic program is not required to lower or substantially modify essential requirements or make adjustments that would fundamentally alter the nature of a service, program, or activity. SDS may approve the academic adjustment requested or an effective alternative.
- Submit a complaint or appeal the institution's decisions concerning their academic status or if they believe that accommodations were not provided. Students must follow the SDS Grievance Procedure as stated in our policies (https://my.uiw.edu/sds/_docs/sds-grievance-procedure.pdf).

Student Responsibilities

Students have the responsibility to:

- Self-identify to the Office of Student Disability Services as having a disability if they wish to receive reasonable accommodations. Disclosure of a disability is always voluntary. Students must follow reasonable procedures to request an academic adjustment.
- Provide documentation that meets reasonable guidelines as stipulated by SDS. This is especially important to SDS to understand the nature and extent of a disability in relation to the student's academic experience.
- Meet and maintain the institutions' academic and technical standards with or without reasonable accommodations.
- Comply with the responsibilities as delineated in the letter of accommodations
- Communicate concerns and/or new requests regarding accommodations to SDS in a timely manner.