

DISABILITY SERVICES (ROOM RL95)

MIAD provides students with disabilities reasonable and appropriate academic and housing-based accommodations. Students with physical, social/developmental, and/ or psychological support needs are encouraged to contact MIAD's Student Accessibility Coordinator, Nichole Uecker, for more information on the process for securing these accommodations. Students must meet with the Student Accessibility Coordinator before they can obtain accommodations for their disability.

MIAD complies with the Americans with Disabilities Act of 1990 (ADA) and Section 504 of the Rehabilitation Act of 1973. MIAD does not discriminate against any qualified disabled individual solely by reason of disability. MIAD ensures non-discrimination through program accessibility, equal opportunity, and full participation in programs, activities, and services.

A summary of MIAD's policies and procedures for supporting individuals with disabilities follows. For complete information on how to document a disability, how to gain support for academic success at MIAD, and how to initiate a grievance process, see the Student Accessibility Coordinator for an explanation of the written procedures.

Confidentiality: All disability-related documentation will be treated as confidential medical information, and will be released only with the student's informed and written consent.

RIGHTS AND RESPONSIBILITIES OF STUDENTS WITH DISABILITIES

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- Students with disability-related support needs have the right to reasonable and appropriate accommodations that will afford them equal opportunities.
- Students with disabilities have the right to equal access to an education and to employment opportunities.
- Students with disabilities have the right to confidentiality.
- Students with disabilities have the right to equal and fair treatment.
- Students with disabilities have the right to a grievance procedure for disability related complaints.

RESPONSIBILITIES OF STUDENTS WITH DISABILITIES

- Students with disabilities will adhere to MIAD's policies and procedures for people with disabilities.
- Students with disabilities must be their own advocates.
- Students with disabilities must notify the Student Accessibility Coordinator of their disability to receive academic accommodations.
- Students with disabilities must meet privately with the Student Accessibility Coordinator to determine reasonable and appropriate accommodations.
- Students with disabilities must provide the Student Accessibility Coordinator documentation of their disability and disclose pertinent information regarding their disability.
- Students with disabilities must meet privately with faculty and supervisors to discuss accommodations (not their disability).

PROCEDURE FOR OBTAINING DISABILITY ACCOMMODATIONS

First, students must notify the Student Accessibility Coordinator, Nichole Uecker (Room RL95, x3347, nicholeuecker@miad.edu) of their intention to seek disability-related accommodations. Students must also provide the Student Accessibility Coordinator documentation of their disability and support needs from a medical, educational, or mental health professional to initiate the process for activating formal accommodations. The Student Accessibility Coordinator can provide MIAD's guidelines for appropriate documentation upon request.

Once documentation is received, the student must meet individually with the Student Accessibility Coordinator to determine reasonable and appropriate accommodations. The Student Accessibility Coordinator will provide the student with a letter listing approved supports and accommodations; the student must individually deliver a copy of the letter to each faculty member and arrange for a private conversation to discuss expectations for both faculty and student. Students are not expected to disclose specific information about their diagnos(es) during these conversations.

Students receiving accommodations must also meet with the Student Accessibility Coordinator when they believe they need modifications in their accommodations. The Student Accessibility Coordinator will determine any modifications and, if necessary, issue a new letter for faculty and staff. Students seeking new accommodations are encouraged to meet with MIAD's Student Accessibility Coordinator as early as possible in the semester. The Student Accessibility Coordinator will contact the student to renew accommodations at the beginning of each semester.

STUDENTS WITH DISABILITIES/SPECIAL NEEDS PARTICIPATING IN INTERNATIONAL STUDY PROGRAMS

The following MIAD policy pertains to students with disabilities who are eligible for and admitted to MIAD sponsored and run international programs or classes. MIAD provides students with disability-related support needs reasonable and appropriate accommodations and does not discriminate against students with disabilities. However, in order to provide reasonable and appropriate accommodations for students participating in international study programs, students seeking those accommodations must discuss desired supports with MIAD's Student Accessibility Coordinator. The Student Accessibility Coordinator will assist students and inform the appropriate administrators and faculty.

In addition, information on a student's disability-related support needs may be sent to the international college, when appropriate, to provide that college with better means of assisting the student. The student must also contact the international college's disability service provider (or designee) upon arrival at the school.

While MIAD will make every attempt to ensure that a student's requested accommodations are supported during their time abroad, students should recognize that MIAD's process for accommodations is based on the Americans with Disabilities Act (ADA) and is specific to United States' educational policy/ law. Students cannot take for granted that other countries can or will make the same or similar accommodations for students with disabilities. MIAD's Student Accessibility Coordinator will assist the student in ascertaining what accommodations, if any, are possible and whether the program is accessible to the student. Questions should be directed to MIAD's Student Accessibility Coordinator.

ACADEMIC ACCOMMODATION - UNDUE HARDSHIP

The ADA addresses the fact that not all accommodations can be provided in all settings. The ADA stipulates that colleges are not required to provide an accommodation that will impose an “undue hardship” on the operation of the college, where “undue hardship” means significant difficulty or expense in, or resulting from, the provision of the accommodation. The following criteria are used to help make the determination of what constitutes an “undue hardship.”

- Financial resources: Does the cost of the accommodation exceed the college’s financial resources?
- Fundamental alteration or change in the course requirements: According to MIAD’s Accessibility Policies and Procedures, would the accommodation require a fundamental change to the course learning objects and/or requirements?
- Disruption of other students: Does the student support needs in class disrupt the class to the extent that achieving the course’s learning objectives is not possible? (Once a student is enrolled in a course and continues to disrupt the learning environment, the instructor may have a case for claiming “undue hardship” on the basis of disruption.)
- Safety: If a student poses a direct threat to themselves or others, regardless of disability, the student can be removed from class.

In cases where the implementation of academic accommodations causes undue hardship on the college and its learning environment, the accommodation may be denied. MIAD’s Accessibility Coordinator, in consultation with the Academic Standards Board, will make the determination of what constitutes unreasonable accommodations.

Once a student is enrolled in a course the instructor may request that a student be removed from the course if the disruption caused by a student’s support needs prevent the class from achieving the course’s learning objectives. This decision will be made by the Accessibility Coordinator in consultation with the Academic Standards Board.

CHRONIC HEALTH STATEMENT

Students with chronic health conditions or respiratory problems are advised to contact MIAD's Student Accessibility Coordinator to discuss reasonable accommodations to protect the health and safety of the student.

PREGNANCY STATEMENT

Any student who is/suspects they are pregnant, are strongly advised to contact the Associate Dean of Students, Jennifer Crandall, to discuss reasonable accommodations to protect the health and safety of the student.