

## **Disability Services Center and ADA Compliance Faculty Rights and Responsibilities**

- Stand by academic standards and freedoms, which include full and equitable access to academic programs
- Provide verbal and written notice to your students of your willingness to accommodate. For example: "I encourage students with disabilities to discuss accommodations with me."
- Communicate clear and concise expectations for performance to your students. Distinguish between essential and non-essential components of the course.
- Respect requests for reasonable accommodations.
- Permit students to use auxiliary aides and technologies that ensure access (ex. Notetakers, sign language interpreters, readers, scribes, tape recorders/players, assistive listening devices, etc.)
- Assure that your course materials, whether printed or electronic, are accessible and available in alternative formats (ex. Braille, computer/electronic text, large print, internet, CD/cassettes, videos, etc.)
- You are encouraged to consult with the Disability Services Center if you have questions when a student requests accommodations.
- The fact, nature, and/or extent of a disability is not subject to challenge by faculty.
- Faculty may not review the underlying documentation of a disability without written consent of the student.
- Faculty have the right to receive a status report of a student accommodation request and clarification of recommended accommodations, and may suggest alternative accommodations they deem more appropriate in light of the nature of the course or program.
- Faculty is encouraged to share information about the course and/or program so that Disability Services is better able to make appropriate accommodation recommendations.
- Accommodations should be implemented as soon as reasonably possible after faculty member receives the accommodation recommendation. Undue delays in accommodation implementation should be avoided as they may undermine a student's ability to fairly access the content of a course.
- Keep student's disability-related information **strictly** confidential.
- Accommodations which compromise the essential integrity of a course shall not be required of faculty.
- If a student approaches a faculty member directly to request an accommodation related to a physical or mental impairment, the student should be directed to the Disability Services Center.
- A faculty member is not individually authorized to agree to provide a student with a requested accommodation.

**If you have additional questions or concerns, please contact the Disability Services Center.**