Student Success Center
Disability Services and Accommodations

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What to know today…

- Our Legal Responsibilities
- The Process
- What You Can Do
- Resources
- Questions
LEGAL RESPONSIBILITIES
The Americans with Disabilities Act (ADA) of 1990 and the Amendments Act of 2008 (ADAAA)

- Prohibit discrimination on the basis of disability in employment, state and local government, public accommodations, commercial facilities, transportation, and telecommunications.

- An individual with a disability is defined as:
  - A person who has a physical or mental impairment that limits one or more major life activities or...
  - A person who has a history or record of such impairment or ...
  - A person who is perceived by others as having such impairment
Section 504 of the Federal Rehabilitation Act of 1973

“[n]o otherwise qualified person with a disability in the United States… shall, solely on the basis of disability, be denied access to, or the benefits of, or be subjected to discrimination under any program or activity provided by any institution receiving federal financial assistance”…
The term “qualified,” in post-secondary education, means that the student meets the academic and technical standards required for participation in the class, program, or activity; however, the student has a physical and/or mental impairment that limits one or more major life activity, including, but not limited to,…

- caring for one’s self, performing manual tasks, seeing, hearing, eating, sleeping, walking, standing, lifting, bending, speaking, breathing, and working.

- Major life activities may also include school-related tasks such as learning, reading, concentrating, thinking, and communicating.

- Major life activities also include the operation of “major bodily functions,” including, but not limited to, functions of the immune system, normal cell growth, and digestive, bowel, bladder, neurological, brain, respiratory, circulatory, endocrine, and reproductive functions.
Fair Housing Act

Title VIII of the Civil Rights Act of 1968, commonly known as the Fair Housing Act, prohibits discrimination in the sale, rental, and financing of dwellings based on race, color, religion, sex, or national origin.

The 1988 Fair Housing Amendments Act expanded coverage to prohibit discrimination based on disability or familial status (presence of child under age of 18 and pregnant women) and established new enforcement mechanisms for HUD and the Department of Justice.
What does all that mean??

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<tr>
<th>ADA/ADAAAA</th>
<th>Section 504</th>
<th>FHA</th>
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<td>People with disabilities have the same rights and opportunities as everyone else. The ADA gives civil rights protections to individuals with disabilities.</td>
<td>Institutions receiving federal funding may not discriminate or deny access to programs to people based on the person’s disability.</td>
<td>Students with disabilities may request accommodations as it pertains to living in the residence halls. This law covers Emotional Support Animals living in the dorm.</td>
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THE PROCESS
Who is eligible for accommodations?

- Students enrolled in a degree and non-degree programs at The W, who meet all university program requirements, and who meet the definition of disability are eligible for services.
Accommodation Process

- The student must **self-identify** and complete a Request for Accommodation Form. [http://www.muw.edu/ssc/disability/accommodation](http://www.muw.edu/ssc/disability/accommodation)

- The student will then **provide documentation** of a disability to the Student Support Specialist from a professional familiar with the student and the disability.
Accommodation Process

- What must be established:
  
i. The existence of a disability (as defined by Section 504 of the Rehabilitation Act and the ADAAA of 2008).

ii. How the impairment substantially limits a life function/activity (as noted in the ADAAA of 2008)?

iii. How the student’s ability to function is limited as a result of his or her disability?

iv. What accommodations will alleviate the limitations the student experiences due to the disability?
Accommodation Process

- Once a disability and accommodation need is established, the student meets with the Student Support Specialist to develop the Accommodation Plan.
- The Accommodation Plan is then completed by the Student Support Specialist and signed by the student.
- The Student Support Specialist will email a copy of the plan to the instructors noted on the consent form signed by the student.
- The student is encouraged to discuss with his or her instructors how to implement the Accommodation Plan for each individual course.
WHAT YOU CAN DO
1. **Encourage** students to register
2. **Read** the Accommodation Plan
3. **COMMUNICATE** Questions and Concerns
4. **Follow** the Accommodation Plan
5. **Confidentiality**
RESOURCES
• Mandatory Syllabus Policy
  • www.muw.edu/ctl/resources
• MUW Disability Services Page
  • www.muw.edu/ssc/disability
QUESTIONS
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