



Accommodations for Students with Disabilities Policy	
Category: Academic	Approval Date: February 12, 2021
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Policy Administrator: Academic Policy Committee	Review Period: 5 years
Recommended by: Academic Council	
Associated Documents Accommodations for Students Procedure Alberta Human Rights Commission Guide: Duty to Accommodate Students with Disabilities in Post-secondary Institutions	

PURPOSE

To outline the shared responsibility of students, staff and faculty to create an inclusive learning environment through access to, and provision of, accommodations for students with disabilities to the point of undue hardship.

SCOPE

This policy applies to students seeking an accommodation for a documented disability.

POLICY

To comply with the *Alberta Human Rights Act* and the *Canadian Charter of Rights and Freedoms* in providing equitable access to educational programs and services.

DEFINITIONS

Accommodation: the process of altering the delivery of services to make those services accessible to a person with a documented disability. In the academic environment, academic accommodations are a planned variation on course delivery or student assessment in response to the disability. Academic accommodations do not lower academic standards.

Accommodation Agreement: a document that outlines the services and academic accommodations the student requests and is eligible to receive. It is signed by both the student and the Accessibility Coordinator.

Documentation: a current report signed and dated by a licensed professional providing a diagnosis and detailed description of how the disability, and treatment if applicable, impacts the individual's functioning in an academic setting.

Disabilities: any degree of physical, cognitive, learning, sensory, psychological, neurological or temporary impairment(s) impacting full participation in all aspects of society.

Undue Hardship: excessive challenges that could deem the accommodation to be unreasonable. This includes, but is not limited to, situations where:

- the cost of the accommodation has significant financial impact on the institution as a whole;
- the nature of the student's disability disallows them from attaining bona fide educational requirements for completion of the program or bona fide occupational requirements for the field of work connected to the program;
- there are health and safety concerns for the student being accommodated and/or others;
- there is significant interference with the opportunity of other students to achieve their academic goals.

RELATED POLICIES

Admission of Students to Credit Programs Policy
Assessment and Grading
Final Examinations Policy
Graduation and Completion Policy
Harassment and Discrimination Policy
Information Access and Protection of Privacy Policy
Student Academic Integrity and Academic Misconduct Policy
Student Appeals Policy
Student Misconduct: Non-Academic Policy
Universal Design Policy
Student Rights and Responsibilities Policy