



OHSU POLICY MANUAL

Policy Number: 02-01-002

Policy Title: EQUAL ACCESS FOR STUDENTS WITH DISABILITIES

Effective Date: Interim Amendment November 3, 2016

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1. Policy

OHSU is committed to providing equal access to qualified students who experience a disability in compliance with Section 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act (ADA) of 1990, and the ADA Amendments Act (ADA-AA) of 2008.

No otherwise qualified student with a disability shall be denied access to or participation in any program, service or activity offered by the University. The University shall make modifications to its academic requirements as are necessary to ensure that such requirements do not discriminate or have the effect of discriminating, on the basis of disability, against a qualified applicant or student with a disability. The provision of disability accommodations shall be a collaborative effort to ensure that the University and its educational units are taking necessary steps to ensure that no qualified student with a disability is denied benefits of, excluded from participation in, or otherwise subjected to discrimination while enrolled in any OHSU academic program.

2. Definitions

For purposes of this policy, the following words and phrases mean:

- A. **Qualified Disability:** Where an individual has a documented physical or mental impairment which substantially limits one or more major life activities, or where the individual has a record of such an impairment, or are regarded as having such an impairment.
- B. **Otherwise Qualified Student:** An individual with a qualified disability who meets the academic and technical standards requisite to admission or participation in the education program or activity with or without a reasonable accommodation.

3. Providing Access and Accommodations

A. Office for Student Access

The Office for Student Access (OSA) shall establish procedures and guidelines to implement this policy consistent with the relevant law. Such procedures and guidelines shall include, but are not limited to, providing notice to current and prospective students about services that are available to student with disabilities, standards for documentation of a qualified disability, provision of appropriate

accommodations based upon the documentation of a qualified disability, and guidelines for maintaining confidential information related to the student's disability. The OSA shall be a resource for the institution and its units related to training and information regarding the design of products and environments to be usable by all people, to the greatest extent possible, without the need for adaptation or specialized design, and the inclusion of students who experience a disability.

B. Academic Units

Each unit of OHSU with an academic program shall identify a person as the Program Accommodation Liaison (PAL) who has the authority to work in conjunction with the OSA. The PAL shall act as the "in-house" resource for students and faculty concerning access issues for students with disabilities.

4. Additional Resources

The following resources are available at the University to assist with questions or concerns related to students with disabilities:

A. Director of the Office for Student Access

The Director of OSA shall assist academic units and students on disability and accommodation issues. The Director shall also establish processes and procedures to implement this policy.

B. Affirmative Action and Equal Opportunity Department

The Affirmative Action and Equal Opportunity Department is responsible for the investigation and resolution of complaints from students regarding discrimination and can provide as needed assistance, advice, and support efforts to prevent unlawful discrimination.

5. Exceptions

Under the law, OHSU is not responsible for providing accommodations, auxiliary aids or services that would fundamentally alter the nature of the services offered, or that would cause an "undue hardship." These exceptions to the law's requirements must be determined on a case-by-case basis by the Director of OSA in consultation with the unit or department involved.

Related Regulations:

Americans with Disabilities Act and ADA Amendments

Section 504 of the Rehabilitation Act

Oregon Revised Statue 659.400A

Related Policies:

[Policy No. 03-05-050, Equal Opportunity Complaints](#)

[Policy No. 08-01-005 Access for Members of the Public to OHSU Programs, Services, and Activities](#)

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Responsible Office: Academic and Student Affairs