



Disability Services Faculty FAQs

Q. What are Disability Services?

- Disability Services ensures that students with documented disabilities have equal access to education in compliance with Section 504 of the Rehabilitation Act and the Americans with Disabilities Act (ADA).

Q. How/When should I refer a student to Disability Services?

- **If a student discloses** that they have a disability, then you should refer them to Disability Services
- **If a student has NOT disclosed**, and you know they are struggling, recommend all resources available: Tutoring, Library Services, Counseling, Disability Services and Community Resources. You can also create an alert through Watermark to alert the appropriate area
- **DO NOT** provide any accommodations before speaking with the Coordinator of Disability Services and/or receiving the student's accommodation plan.

Q. Who qualifies for accommodations?

- Any student with a documented disability that substantially limits a major life activity (e.g., learning, hearing, seeing, walking, concentrating) can request accommodations. This includes physical, mental, and learning disabilities.

Q. Am I required to provide accommodations?

- Yes. Once a student presents an official accommodation plan from Disability Services, instructors are legally required to implement it. Failure to do so could be considered discrimination.

Q. What if the accommodation is not relevant to my class or will not work in my setting?

- If the accommodation is not relevant (e.g., no tests) then you do not need to provide this accommodation. If the accommodation does not work in your setting, reach out to the Disability Services Coordinator to discuss alternatives.

Q. Can I require documentation or medical verification?

- No. Instructors should not request medical documentation. All verification is handled by Disability Services. You should only follow the accommodations outlined in the official plan.

Q. Can accommodations change?

- Yes. Disability Services may update or adjust accommodations as needed, based on the student's evolving needs or additional documentation. Instructors are responsible for implementing the most current plan.

Q. Who proctors exams for a student with an accommodation?

- The student will notify their instructor, one week prior to the test, that they would like to use their accommodations
- The instructor will then reach out to the Disability Services Coordinator
- The Disability Services Coordinator will coordinate a room and proctor for the student