

College Policy

POLICY TYPE:	Administrative
POLICY TITLE:	Academic Accommodation for Students with Disabilities
POLICY NO.:	ADMIN-225
RESPONSIBILITY:	Vice-presidents, Student Affairs and Academic
POLICY APPROVED BY:	Durham College Leadership Team
EFFECTIVE DATE:	March 2013
REVISED:	
REVIEW DATE:	March 2015

Introduction

Recognizing that inclusive design is respectful of the dignity of persons with disabilities, this document is designed to inform and guide in the provision of reasonable academic accommodations for students with disabilities in light of the essential requirements of Durham College's courses and programs. This policy is consistent with the Durham College Accessibility Policy (ADMIN-203) and its commitment to inclusion.

Purpose

The purpose of this policy is to establish accessibility standards for providing academic accommodations for students with disabilities. It applies to all students and employees (administrative, faculty, support staff), agents, volunteers and contracted staff of Durham College.

Definitions

Disability is defined as it is found in the Ontario Human Rights Code. (Appendix 1).

Essential requirements is defined as the essential requirements or academic integrity of a course/program that may include, but are not limited to, the knowledge and skills that must be acquired or demonstrated in order for a student to successfully meet the learning objectives of the course/program.

Undue hardship is defined as it is found in the Ontario Human Rights Code, which prescribes three factors that are to be considered in assessing whether a requested accommodation would cause undue hardship. These are: cost; availability of outside sources of funding; and, health and safety requirements. There may be other factors that are relevant, including, but not limited to, the degree that an accommodation negatively impacts other students, staff and faculty.

Policy statements

When the use of inclusive design does not meet the needs of students with disabilities they may request consideration for academic accommodation in accordance with the Ontario Human Rights Code.

The nature and extent of the accommodations will be consistent with and supportive of essential requirements of courses and programs, and provided in a manner that respects the independence and dignity of students with disabilities.

Reasonable academic accommodation may require professors to exercise creativity and flexibility in responding to the needs of students with disabilities while maintaining academic integrity.

Accessibility for Ontarians with Disabilities Act (AODA) considerations

The Accessibility for Ontarians with Disabilities Act, 2005 has been considered in the review of this policy and related procedure.

Roles and responsibilities

The vice-president, Student Affairs (VPSA), oversees the accessibility mandate and is responsible for its overall implementation. The VPSA is also responsible for developing and promoting the five-year AODA and accessibility plans.

The vice-president, Academic provides a leadership role in the development and implementation of the Information and Communication standards within AODA.

The vice-president, Human Resources provides a leadership role in the development and implementation of the Employment standards within AODA.

All members of the senior leadership team are responsible for fostering and championing an accessible environment.

All college employees have responsibility for ensuring the ongoing development of an accessible, open and supportive learning environment.

Non-compliance implications

Consequences of non-compliance with this policy include financial, human rights and legal implications. All Durham College policies, procedures and practices regarding accessibility must comply with applicable federal and provincial legislations such as the Canadian Charter of Rights and Freedoms, the Ontario Human Rights Code, AODA, and the Freedom of Information and Protection of Privacy Act.

Related policies, procedures and directives

Accessibility for Ontarians with Disabilities Act 2005 (AODA)
Canadian Charter of Rights and Freedoms
Durham College Academic Accommodations for Students with Disabilities Procedure (ADMIN-225.1)
Durham College Accessibility Policy ADMN-203
Ontario Human Rights Code
Ontario Regulation 429/07 (Accessibility Standards for Customer Service)

Appendix 1

The Ontario Human Rights Code defines 'Disability' as:

- i. Any degree of physical disability, infirmity, malformation or disfigurement that is caused by bodily injury, birth defect or illness and, without limiting the generality of the foregoing, includes diabetes mellitus, epilepsy, a brain injury, any degree of paralysis, amputation, lack of physical co-ordination, blindness or visual impediment, deafness or hearing impediment, muteness or speech impediment, or physical reliance on a guide dog or other animal or on a wheelchair or other remedial appliance or device;
- ii. a condition of mental impairment or a developmental disability;
- iii. a learning disability, or a dysfunction in one or more of the processes involved in understanding or using symbols or spoken language;
- iv. a mental disorder; or
- v. an injury or disability for which benefits were claimed or received under the insurance plan established under the *Workplace Safety and Insurance Act, 1997*.