

## **Disability Accommodation Resolution Policy**

Consistent with the spirit of the Americans with Disabilities Act as amended (ADA AA) and Section 504 of the Rehabilitation Act of 1973, Denison University determines disability accommodations through a deliberative, interactive process involving the Academic Resource Center staff, appropriate members of the University community, and the individual student with disabilities themselves. If a student has reason to believe that through the accommodation review process or the implementation of an accommodation they have been denied equal access to any campus program, service or activity, there are mechanisms in place to assist in addressing the concern, as follows:

### ***Self-Advocacy***

Students are encouraged first to attempt to address concerns independently by initiating a meeting with the staff or faculty member with whom there is a concern or disagreement. Many times, when both parties have the advantage of directly sharing their concerns, the matter can be resolved without further assistance. However, when the matter cannot be resolved independently, students are encouraged to address such instances through the following steps.

Occasionally, students may disagree with decisions made by the Academic Resource Center (ARC) regarding the reasonableness of requested accommodations. Students who feel that they were denied reasonable accommodations may discuss these decisions with the Director of the Academic Resource Center within ten (10) business days of the denial. ARC will work with students to try to informally resolve any concerns. If the interactive process does not result in a mutually agreeable outcome, students may appeal unresolved issues by following the Informal Resolution Process.

### ***Informal Resolution***

If the student believes that the issue has not been, or cannot be, resolved through self-advocacy and engaging in an interactive process with the Academic Resource Center (ARC), they should send a written request for resolution of the concern which includes: Student's name, address, and University ID number, Description of the accommodations denial, Explanation of why they believe the accommodation(s) should be considered reasonable, any additional supporting information, and indicate desired outcome to the Director of Civil Rights and Title IX (DCR) as soon as possible but no more than 30 days after the incident or situation that has generated the concern. Presenting concerns in a prompt and timely way helps ensure expedient resolution and minimal disruption to the student's academic schedule and progress. The DCR will either directly serve as the informal resolution facilitator or will assign the informal resolution process to the appropriate person. An informal resolution process involves a collaborative approach whereby the student, facilitator, and relevant other staff or faculty engage in dialogue (direct or mediated) to address the accommodation request.

***Appeal to the Associate Provost for Diversity, Equity, and Inclusion or Their Designee:***

Students who believe that their concerns are not resolved through the informal resolution process should request that the informal process facilitator forward their written request as an appeal to the Associate Provost for Diversity, Equity, and Inclusion, or a designee as appropriate. The Associate Provost or their designee will review and make inquiry into the request for resolution and may contact staff or faculty that can provide information relevant to the matter. Every effort will be made to resolve the matter expeditiously.

### **Disability Discrimination**

As part of Denison Forward, the university is committed to the transformative power of a challenging and relational liberal arts education and the many benefits it has for our community. A Denison education exposes students to innovative ideas, as well as different ways of understanding the world. Creating a diverse living, learning, and working environment enables students, faculty, and staff to experience the different life experiences and evolving identities within our community, increasing our understanding and empathy. At Denison, we all treat one another with dignity and respect. Each member of our community adds value and possesses a full range of rights and responsibilities. Students who believe that they have been discriminated against on the basis of their disability, or feel that the University is out of compliance with their obligations to people with disabilities under Section 504 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act, as amended (ADA AA), should contact the Office of the Director of Civil Rights and Title IX at [email].

If the complaint is not resolved at the university level, the student may choose to file a complaint with the Federal Office for Civil Rights or the Ohio Civil Rights Commission