FACULTY ACTION GUIDE ABOUT STUDENTS WITH DISABILITIES

FAQ AND RESOURCES

DISABILITY SERVICES

**Q. What is a disability?**
The American with Disabilities Act (ADA) defines a person with a disability as a person who has a physical or mental impairment that substantially limits one or more major life activity. This includes people who have a record of such an impairment, even if they do not currently have a disability. It also includes individuals who do not have a disability but are regarded as having a disability. The ADA also makes it unlawful to discriminate a person based on that person’s association with a person with a disability. 42 U.S.C.S. § 12102

**Q. Does a student need to provide documentation to be approved for accommodations?**

University of Richmond’s documentation guidelines by type of impairment. You can find the documentation by each impairment here.

HTTPS://DISABILITY.RICHMOND.EDU/STUDENT
Q. **What is a reasonable accommodation?**

The reasonable accommodation may include—(1) making and usable by individuals with disabilities; and (2) job restructuring, part-time or modified work schedules, reassignment to a vacant position, acquisition or modification of equipment or devices, appropriate adjustment or modifications of examinations, training materials or policies, the provision of qualified readers or interpreters and other similar accommodation for individuals with disabilities.

42 U.S.C.S. § 12111

Q. **How does a student get started with Disability Services?**

A University Student who has a disability and wishes to seek accommodations should complete and submit an application with supporting documentation regarding that disability. The Disability Advisor will review the application and supporting documentation and will discuss the application with the student. The Disability Advisor will first determine whether the student has a disability, as defined by applicable law. The Advisor will then determine whether the student requires one or more reasonable accommodations and, if so what those accommodations.
Q. How far in advance must student with disabilities inform an instructor about needed accommodations?

At University of Richmond, we recommend to students who are register with disability services to communicate with instructors as soon as possible.

Q. What is the law?

Section 504 of the Rehabilitation Act of 1973 requires recipients of federal funding to afford individuals with disabilities equal access to all services. In 1990, the Americans with Disabilities Act (ADA) spelled out in greater detail the obligations not only of recipients of federal funds but also private businesses and public spaces. Details like door sizes, toilet and grab bar heights, parking spaces, and many others were clearly defined. In 2008, after a series of court decisions eroded congress’s intent with the ADA, Congress passed the amendments act. The ADA Amendments Act reaffirms congress’s intention that the ADA applies to individuals with all types of disabilities including those suffering from long-term illnesses such as cancer or impairments to bodily systems and made clear that mitigating measures should not be taken into effect when determining whether an individual has a disability. The intent and effect of the amendments act was to significantly expand the number of people covered by the ADA.
Q. **What if the student has an accommodation(s) for extended time for tests or a distraction-free environment for test taking?**

The student should take the initiative and approach you well in advance to make alternate exam arrangements. You will need to help the student figure out which of the four available options is the most appropriate given the student's needs, and the format of your exam.

1. **You may schedule a room for testing somewhere close to the classroom or your office, and personally supervise the student.**
2. **If an alternate site is best, several rooms are available for testing on the second floor of the Library. These room are not supervised by a proctor and must be reserved at least two weeks in advance. To reserve a room for that testing purpose, contact Cassandra Taylor-Anderson.**
3. **If neither are suitable, minimal proctoring support can be provided through the office of the Vice president for Student Development. That testing location would be room 338C, THC, and use is limited to availability, contact Julia Kelly, 289-8615 at least two weeks in advance.**
4. **The Academic Testing Center is available for students with granted accommodations by Disability Services. The testing rooms are equipped with cameras which will be used to monitor student during exams. They have reduced-distraction environment with space for multiple student in the same and a private room is available for student with specific type of testing accommodation. Students and faculty should follow the ATC procedures available on their website.**

[https://registrar.richmond.edu/testing-center/polices.html](https://registrar.richmond.edu/testing-center/polices.html)
Q. How to refer someone to Disability Services?

If a student (non-disabled or disabled) asks you for help identifying the source of their problem being successful in your class, the Disability Advisor is often a logical place to start. Professors and instructors should be careful not to make judgments or offer advice that makes assumptions about whether a student has a particular diagnosis or disability. Faculty can suggest in a neutral way that the University offers resources, including the Disability Advisor and other services at CAPS, that can help students understand and address academic demands and struggles.

Q. What resources are available for students on campus?

The University of Richmond offers a variety of academic support resources for all students enrolled at the university. The academic support system for a student with a disability is the same as for all students on campus. The resources include: Academic Skills Center; Writing Center; Speech Center; Center for Teaching Learning and Technology, Global Studio Language Laboratory; and Boatwright Memorial Library. Students with documented disabilities are especially encouraged to meet with the designated Disability Advisor to discuss how to access the array of services available.