COLLEGE POLICY

Policy No. & Title:	**A-101 Student Accommodations**
Policy Sponsor:	Vice-President, Operations
Reference Cmtee:	Policy & Procedure Committee
Effective:	2023-07-01
Next Review:	2027-01-29

Purpose

In accordance with the Acts and the Codes (defined below), to establish guidelines and principles to eliminate or reduce barriers for people with disabilities allowing equal opportunity to educational services and programs.

Scope

This policy applies to all College students with supporting documentation of accommodation requirements, employees, delivery partners, affiliates, volunteers, and contractors.

Definitions

Accommodation: Refers to strategies to equalize the opportunity of a person with a disability in meeting essential requirements of applying for or achieving the learning outcomes of a course or program. Accommodation extends distinctly beyond the standard level of service provided for the general population. Accommodation will be considered appropriate if it will provide an equal opportunity to attain the same level of performance, or to enjoy the same level of educational benefits experienced by others.

Disability: Any physical or psychological condition that limits the opportunities of a person to meet the essential requirements of a course or program. Such conditions may include, but are not limited to, attention deficit disorder, blindness or low vision, brain injury, deafness or hardness of hearing, developmental disability, learning disability, medical condition, mental illness, mobility limitation.

Regulated Professional: A medical/health care professional who is qualified and competent to assess/diagnose the associated medical/health condition, and who can provide an objective opinion and evaluation must provide supporting documentation. Only documentation from such individuals will be considered in accommodation requests.

Supporting Documentation: Medical or psychological documentation that supports and establishes the existence of a disability, related functional limitations, and the student's accommodation needs. Where the documentation provided is not sufficient, or not from a regulated professional, the College may require further supporting documentation be submitted.

Undue Hardship: The limit of the College's capacity to accommodate without experiencing an unreasonable amount of difficulty. The College is obligated to provide accommodation up to the point of undue hardship. This means that the College is not expected to provide accommodation if doing so would bring about unreasonable difficulties based on health, safety, financial or other relevant considerations. The question of when undue hardship is reached must be evaluated in the context of each specific request for accommodation.

The Acts: Government legislation from the various jurisdictions in which the College operates, related to Accessibility for persons with disabilities, namely *Accessibility for Ontarians with Disabilities Act, 2005 (AODA*), *Nova Scotia Accessibility Act*, 2017 *(Bill 59), the New Brunswick Human Rights Act, 2011 (Chapter 171),* and *The Accessible Canada Act, 2019 (Bill C-81)*.

The Codes: Government legislation from the various jurisdictions in which the College operates, related to Human Rights, where forms of discrimination are defined and prohibited, namely, the *Ontario Human Right Act (1990)* {commonly referred to as 'the Code'}, the *New Brunswick Human Rights Act (2011),* and *the Nova Scotia Human Rights Act (1989).*

POLICY

The College

1) The College is committed to protecting the privacy and confidentiality (see Policy P-205 Confidentiality, and C-405 Privacy) of students and is committed to working to eliminate or reduce barriers to be able to facilitate the accommodation needs of students.
2) The College is committed to providing students accommodations that respects the person's dignity and independence.
3) The College recognizes its responsibility under the Codes to meet the accommodation needs of students to the point of undue hardship and is committed to providing an equal and inclusive environment.
4) The College will determine whether a proposed accommodation would cause undue hardship within the meaning of the Codes and such accommodation will vary depending on the circumstances of each accommodation request and will be considered on a case by-case basis.
5) The College will assist in providing accommodation to students with disabilities according to Policy A-101 Accessibility.
6) Persons with disabilities must meet applicant admissions requirements and program eligibility requirements. Applicants are provided reasonable accommodation with respect to any activities required by the College to demonstrate they meet the requirements for an offer of admission to a College program.

7) The College will make a reasonable effort to explore accommodation options before deeming an applicant ineligible for admission.
8) The College is open to exploring accommodation options to address the unique needs of the learner.
9) Where accommodation includes modification or waiver of a health or safety practice, the College will assess the resulting risk to the student and others. If the assessed risk outweighs the benefit of the accommodation, the College may deny the accommodation request.
10) If a student's disability or accommodation needs put others at risk, that risk and the severity thereof will be identified and assessed to be a significant risk on an objective basis before it can become the basis for a refusal to grant the person's accommodation request. Evidence is required to prove the nature, severity, probability, and scope of the risk. Where warranted, the College may require additional medical or psychological assessment from regulated professional(s) before the student can be accommodated. The student may be required to adhere to a specified student success plan in order to be accommodated.
11) Once accommodation is provided, students are expected to meet the learning outcomes of their program.

The Student

12) Must inform the College, at the time of Admission (if known) of the request for accommodation.
13) Must provide supporting documentation from a regulated professional identifying the need for accommodation(s).
14) Must discuss their accommodation request(s) with those individuals at the College who need to know of, and provide said accommodation(s), such as but not limited to, Educational Consultant, Program Administrator, Campus Director/Remote Education Director, Employment Specialist, all association program faculty members.
15) Must cooperate with the College and/or regulated professionals whose expertise will assist the College and the student in the provision of accommodations.
16) Must inform the College and associated parties in the College if the nature of the accommodation(s) needs to be altered, accompanied by new supporting documentation.
17) Must, upon the provision of accommodation(s), meet the learning outcomes of the program.

The Faculty

18) Must provide the necessary learning environment accommodation(s).
19) Must provide the necessary evaluation/examination environmental accommodation(s).
20) Must provide all accommodation(s) in a timely manner.
21) Must ensure the student meets the learning outcomes of the program.

Related Policies

P-205 Confidentiality
C-405 Privacy

Supporting Documents/Forms

Accessibility for Ontarians with Disabilities Act, 2005 (AODA)
Nova Scotia Accessibility Act, 2017 (Bill 59)
The Accessible Canada Act, 2019 (Bill C-81)
Ontario Human Right Act, 1990
New Brunswick Human Rights Act, 2011
Nova Scotia Human Rights Act, 1989
A-101p Student Accommodations - Procedure