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Owner Faculty Organization  
 Policy Area College of Nursing CNG  
 Applicability MVHS

## Disability Services for Reasonable Accommodations, CNG-100.5

### PURPOSE

To define the process for students who qualify for disability services requiring reasonable accommodations as defined under Section 504 of the Rehabilitation Act of 1973 and Title III of the Americans with Disabilities Act. Accommodations for students at St. Elizabeth College of Nursing (SECON) are determined on an individual basis in a collaborative process between each student and the Disability Services Coordinator (DSC). St. Elizabeth College of Nursing is not required to modify essential academic requirements, or make modifications that would fundamentally alter the nature of the program. The goal of providing reasonable accommodations is to give the student equal access to learning.

The role of the Disability Services Coordinator (DSC) is to meet with all students requesting accommodations to ensure these students are aware of and receive the services necessary to enhance their success in the program. In accordance with the Americans with Disabilities Act, all accepted students must meet admission criteria and must fulfill program requirements.

All students admitted to the program are required to review and sign acknowledgment of the Essential Skills for Nursing document indicating the ability to perform those skills necessary to meet the clinical objectives prior to graduating from the nursing program. The DSC will discuss the Essential Skills individually with students who request academic accommodations and/or auxiliary aids to determine if the modifications requested can be provided in the clinical setting while safely providing patient care and maintaining the safety of the student. Accommodations that would affect safety would fundamentally alter the nature of the nursing program.

# SCOPE

Administration, Faculty, Students

# REFERENCES

ADA National Network. (2017). *Postsecondary institutions and students with disabilities*.  
<https://adata.org/factsheet/postsecondary>.

Code of Federal Regulations. (May, 2023). *45 CFR Part 84 Nondiscrimination on the basis of handicap in programs or*

*activities*. <https://www.ecfr.gov/current/title-45/subtitle-A/subchapter-A/part-84>

New York State Higher Education Services Corporation. (n.d.). *New York State Higher Education Services Corporation policy for*

*reasonable accommodation in programs and services for individuals with disabilities or pregnancy-related conditions*.

<https://www.hesc.ny.gov/accessibility-and-reasonable-accommodation-for-the-public/nys-hesc-policy-for-reasonable-accommodation-in-programs-and-services-for-individuals-with-disabilities-or-pregnancy-related-conditions.html>

St. Elizabeth College of Nursing. (2020). *Disability Services for Reasonable Accommodations*.

U.S. Department of Education. (Sept 2011) *Students with disabilities preparing for postsecondary education: Know your rights and*

*responsibilities*. <https://www2.ed.gov/about/offices/list/ocr/transition.html>

# DEFINITIONS / ABBREVIATIONS

SECON (St. Elizabeth College of Nursing)

DSC (Disability Services Coordinator)

Reasonable accommodations: accommodations made for a student who submits appropriate documentation of a disability to provide equal access to opportunity under section 504 of the Rehabilitation Act of 1973 and Title III of the Americans with Disabilities Act of 1990.

# PROCEDURE / DIRECTIVE

1. Students inquiring about accommodations for a disability will be given the St. Elizabeth College of Nursing- Disability Services for Reasonable Accommodations booklet for complete information related to the documentation requirements.
2. Students requiring reasonable accommodations while at SECON will submit the required

documentation to the DSC. The DSC will meet with the student to review the documentation and to determine the appropriate accommodations for the student. Decisions are made utilizing the documentation as well as the student's perspective on how their disability affects learning and the accommodations that have enhanced the student's learning in the past. Students with medical disabilities will submit documentation from their health-care provider indicating their diagnosis and treatment plans. Accommodations will be determined by the nature of the disability and discussion with the student.

3. Accommodations may include but are not limited to:

- Extended time for testing
- Proctored exams in a separate location with reduced distraction from class
- Reader for exams
- Recording of lectures
- Note-taking via instructor notes, notes from a peer, or the use of Smart-Pens or other adaptive technology

4. Any student who believes they require reasonable accommodations but does not have documentation will meet with the DSC for information about appropriate testing and the documentation required to receive accommodations.

5. If testing is completed during the semester, students will be provided accommodations from the date the DSC receives the evaluation and meets with the student. Students will not be allowed to retake exams, competencies, or resubmit assignments that were completed prior to submitting documentation and requesting accommodations.

6. The DSC will complete the *Notification of Faculty by Disability Coordinator of Reasonable Accommodations Needed by the Student* form indicating the specific accommodations required and make copies of the form for the student to submit to the course coordinator of each of their courses at SECON.

7. If a student notifies the course coordinator of the need for reasonable accommodations without a form from the DSC the course coordinator shall refer the student to the office of the DSC to ensure completion of the appropriate process.

8. The student is responsible to give the completed form indicating the appropriate accommodation(s) for the student to the course coordinator. It is the student's responsibility to:

- determine to whom they wish to disclose the disability.
- inform their faculty of the disability by providing a copy of the completed form to the course coordinator or faculty member.
- meet with the course coordinator to discuss the form that outlines the reasonable accommodation.
- notify the course coordinator of EACH course in the program at the beginning of the semester of the need for special accommodations.

9. The course coordinator then informs the DSC that they have received the form and are ensuring that the accommodations are made for the student. The course coordinator will sign the Notification of Faculty Form in the designated area and return the form to the DSC.

10. If a student who has requested and received accommodation(s) decides not to utilize the accommodations, the student will meet with the DSC to discuss the student's desire to defer the accommodation(s). The student will sign the Deferred Accommodation(s) Form indicating this. The student may decide at a later date to utilize the accommodations by notifying the DSC and submitting the Notification of Faculty by Disability Coordinator of Reasonable Accommodations form to the course coordinator. Students will not be allowed to retake exams, competencies, or resubmit assignments.

11. The STUDENT is responsible to disclose their disability and accommodation(s) to faculty. Except for circumstances of educational need to know or an emergency situation, the DSC WILL NOT initiate a discussion about the student's disability or accommodations with any faculty or staff person.

12. Documentation submitted by the student as well as a copy of the Notification of Faculty Form or the Deferred Accommodations Form will be secured in a locked location in the office of the DSC.

13. The DSC will continue to assist the student as an advocate and advisor for as long as the student is enrolled at SECON. The student must exercise due diligence in utilizing the accommodations.

14. Prior to the DSC denying any requested accommodation(s), the DSC will confer with the President of the College to review the disability and accommodation(s) requested prior to making a final decision. The DSC will notify the student of any accommodation denial and rationale.

15. The Grievance and Appeals Policy Related to Discrimination (CNG-100.26) process can be initiated by any student who feels that they are not receiving the required accommodations.

## **CONTENT EXPERT(S) / RESEARCHER(S) / CONTRIBUTOR(S):**

### **This Document Replaces:**

NSG-CNG-100.5

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### **Attachments**

[Deferral of Accommodations Form \(CNG-100.5\).pdf](#)

[Notification of Faculty-Need for Reasonable Accommodations Form \(CNG-100.5\).pdf](#)

Approval Signatures

Step Description	Approver	Date
Owner	Faculty Organization	6/19/2023

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