



STUDENT ACADEMIC ACCOMMODATIONS POLICY			
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Policy Type:	Academic	Initially Approved:	May 27, 2021
Policy Sponsor:	Dean Academic Programs & Provost	Last Revised:	May 27, 2021
Responsible Unit:	Dean of Students	Review Scheduled:	May 2026
Approver:	General Faculties Council		

A. OVERVIEW

The University understands and recognizes the duty to provide accommodations and is committed to decreasing and/or eliminating academic barriers for Students with Disabilities in accordance with the Act. Students diagnosed with disabilities including, but not limited to, sensory, learning, cognitive, physical, neurological, psychological disabilities and disabilities related to chronic health problems, that may affect academic success, have access to special services that support the development of an accommodation plan to assist with participation in programs and courses. This Policy document outlines the Duty to Accommodate Students with Disabilities within the scope of the University, along with guidelines and limitations.

B. PURPOSE

This Policy addresses the need to provide academic accommodations to students with a diagnosed disability to provide equal opportunity and ensure full participation in all aspects of the learning environment.

C. SCOPE

This policy addresses academic accommodations only and applies to Students with Disabilities registered at the University. For guidelines related to accommodations based on other Protected Grounds identified in the Act, please refer to the Duty to Accommodate Policy.

This Policy applies to all students, faculty, employees, and contractors at the University.

D. DEFINITIONS

Act: means the *Alberta Human Rights Act*, RSA 2000, c A-25.5, as may be amended from time to time.

Accommodation: means any change made to an education rule, standard, policy, practice, or physical environment, which enables Students with Disabilities to experience equal opportunities

as others. This is accomplished by providing support to access services, courses, courses of study or programs, making exemptions to any regulations, policies, standards, or practices, or making modifications to physical environments to the point of Undue Hardship to address discrimination against a student based on any protected ground.

Bona Fide Educational Requirements: means the admission, progression and graduation requirements that are essential to maintain the academic integrity of a course, course of study or program, including the requirements for students to acquire and demonstrate essential skills and knowledge related to course objectives and learning outcomes and, if applicable, any professional licensing requirements.

Discrimination: means the differential treatment of students on the basis of a Protected Ground.

Duty to Accommodate: means the University's legal obligation to accommodate an individual's needs based on a Protected Ground.

Protected Grounds: means the grounds listed in Section 4 of the *Act* as they are defined and interpreted pursuant to the *Act*, including:

- race;
- religious beliefs;
- colour;
- gender;
- gender identity;
- gender expression;
- physical disability;
- mental disability;
- age;
- ancestry;
- place of origin;
- marital status;
- source of income;
- family status; and
- sexual orientation.

Students with Disabilities: means those students who have been diagnosed with a functional limitation caused by a physical, or mental impairment that restricts their ability to perform the daily activities necessary to participate in studies at a post-secondary school level or the labour market (Canada Student Loan Regulations and the Canada Student Financial Assistance Regulation). Physical and mental disabilities include but are not limited to hearing disabilities, mobility disabilities, psychological and psychiatric disabilities, vision disabilities, learning disabilities, neurological disabilities, disabilities related to chronic health problems, disabilities as a result of serious illness and developmental disabilities.

Undue Hardship: means the legal standard where a proposed Accommodation would create unreasonable hardship on the University.

University: means the Alberta University of the Arts.

University Services: means the services the University provides, including, but not limited to, all courses, courses of study and programs; library services, computing and technical services, student services, admissions, bookstore and facilities.

E. POLICY STATEMENT

1. Duty to Accommodate

- 1.1 The University recognizes its legal obligation and Duty to Accommodate Students with Disabilities.
- 1.2 The Duty to Accommodate is a shared responsibility between students, staff, and faculty. The Duty to Accommodate applies to all University Services.
- 1.3 Faculty, staff, employees, volunteers and other contractors have a responsibility to support and facilitate the University in meeting its Duty to Accommodate.

2. Accommodations Guidelines and Limitations

- 2.1 The University will:
 - a. Provide an Accommodation process that promotes equitable access to University Services.
 - b. Protect the privacy, confidentiality, and autonomy of students requiring Accommodation, subject to sharing information when necessary, to evaluate a request for Accommodation or on a need-to-know basis.
 - c. Consider and assess all Accommodation requests on a case-by-case basis and in a timely and responsive manner.
- 2.2 If, in relation to any University Service provided to students, a student experiences Discrimination based upon a disability, the student may request an Accommodation pursuant to this Policy.
- 2.3 Students are entitled to an Accommodation that is reasonable, feasible, and within the scope of the University's resources and capacity.
- 2.4 Accommodations are guided by the needs of the students, the recommendations within the professional documentation, and the resources available at the University.
- 2.5 The University will take reasonable steps to accommodate Students with Disabilities to the point of Undue Hardship.
- 2.6 Generally, an Accommodation is effective as of the date on the Student-Instructor Accommodation Contract and is not retroactive.

3. Review and Appeal of Academic Accommodations

- 3.1 In the event of a student-initiated appeal regarding reasonable Accommodation(s), the Dean, Academic Programs, in consultation with the Dean of Students, will review the appeal and render a final decision.
- 3.2 Failure to provide reasonable Accommodation(s) where required by law may be considered Discrimination and can be addressed through the following:
 - a. Alberta University of the Arts Respectful Workplace Policy and Procedures; or
 - b. Alberta Human Rights Commission.
- 3.3 In determining whether there is Undue Hardship, the University may consider various factors, including, but not limited to:
 - a. Financial cost to the University as a whole (not to a unit, program or department);
 - b. Significant disruption of operations;
 - c. Health and safety concerns;
 - d. Substantial interference with the rights of other individuals or groups;
 - e. *Bona Fide* Educational Requirements, including admission, progression and graduation requirements that are essential to maintain the academic integrity of a course; and
 - f. Any other relevant factors.

F. RELATED POLICIES

- Alberta University of the Arts – Student Academic Accommodations Procedures
- [Duty to Accommodate](#)
- [Student Conduct Procedure](#)
- [Health and Safety Policy](#)
- [Respectful Workplace Policy](#)
- [Respectful Workplace Procedure](#)

G. RELATED LEGISLATION

- [Post Secondary Learning Act](#)
- [Alberta Human Rights Commission - Human Rights Guides](#)
- [Canada Student Loan Regulations and the Canada Student Financial Assistance Regulation](#)

H. RELATED DOCUMENTS

- Student Academic Accommodations Procedures
- Request for Academic Accommodations Form
- Functional Assessment and Accommodation Form
- Student-Instructor Accommodation Contract

I. REVISION HISTORY

Date (mm/dd/yyyy)	Description of Change	Sections	Person who Entered Revision (Position Title)	Person who Authorized Revision (Position Title)