

POLICIES & SERVICES FOR STUDENTS WITH DISABILITIES

Gnomon complies with the American with Disabilities Act of 1990 amended in 2008 (ADA), Section 504 of the Rehabilitation Act at 29 U. S. C. § 794 (Section 504), and any other federal, state and local law regarding students and applicants with disabilities. It is school policy that no otherwise qualified individual with a disability, shall, solely by reason of disability, be excluded from the participation in, be denied the benefits of, or be subjected to discrimination under any program or activity of the college.

Gnomon's acting Title IX Representative is designated to assist students with academic accommodations. Students are required to provide verification of a disability and consult with the Coordinator to develop a plan of reasonable accommodations. Reasonable accommodations will be provided for students with documented physical, sensory, systemic, cognitive, learning and psychiatric disabilities.

Basic Principles

- The ADA is a civil rights law intended to provide equal access and opportunity for people with disabilities. It is not intended to afford special privileges.
- **Disability:** An individual with a disability is defined by the ADA as a person who has a physical or mental impairment that substantially limits one or more major life activities, a person who has a history or record of such an impairment, or a person who is perceived by others as having such an impairment.
- Students must comply with Gnomon's policies and procedures to receive accommodations.
- Instructors must comply with Gnomon authorized accommodation requests.
- **Reasonable Accommodation:** Institutions must provide reasonable accommodations to qualified individuals with disabilities. A reasonable accommodation is any modification or adjustment that will enable a person with a disability to participate in any program or activity of the school.
 - Examples of common accommodations: alternative testing (typically extended time and a distraction limited environment; note taking, interpreter; and print alternatives, such as Braille, large print or electronic text.
- **Unreasonable Accommodation:** Institutions do not need to provide an accommodation if it fundamentally alters the nature of the program or activity.
- Students must self-identify, provide documentation of disability and request services and accommodations. Accommodations requested after the fact are not appropriate and generally need not be provided.
- The school can decide on the type of accommodation to be provided and may not always provide what is requested. The school considers specific requests and provides them whenever reasonable and feasible. The primary concern is that accommodation needs to be effective.
- Only individuals who currently have a documented disability are entitled to accommodations. An individual with a "history" of a disability is protected from discrimination but is *not* disabled for the purposes of receiving services and accommodations.
- **Confidentiality:** In respect to an individual's right to privacy, please be aware of the sensitive nature of what it means to be a person with a disability. Treat and protect all disability-related information as confidential medical information.

G N O M O N

PLEASE NOTE: Instructors do NOT have the right to ask students if they have a disability. For those students with documented disabilities. Instructors do NOT have the right to ask about the nature of the disability. However, if students choose to disclose their disability, this information should be treated confidentially.

Questions concerning Gnomon's ADA policy, procedure, and accommodations may be directed to the acting Title IX Representative, studentaffairs@gnomon.edu.

What do I do if a student requests an accommodation?

If you believe you have a disability requiring accommodation in this class, please notify the acting Title IX Representative, studentaffairs@gnomon.edu. The Representative will assist you with the process and procedure for requesting reasonable accommodations.