What Constitutes a Disability?

- Disability is a broad term

- A person who has a physical or mental impairment that substantially limits one or more major life activity
  - Major Life Activities
  - Any long term medical or mental health condition should be treated by faculty and staff as a disability
11-12% of USU students have a disability

About 1,800 Students Per School Year

- 25% Psychological
- 23% Learning Disability
- 21% ADHD
- 8% Chronic Health
- 4% Deaf and hard of hearing
- 4% Physical
- 4% TBI
- 3% Autism
- 2% Blind or Low Vision
- 6% Other
Accessible Environments

- Physical Environment
  - Greeting areas
  - Paths of travel

- Digital Environment
  - Web content meets WCAG 2.0
  - Accessible forms and documents
  - Captions for video material

- Social Environment
Hints for any Document

 Keep your software up-to-date. Accessibility features keep improving.

 Use the software features as they were intended.

 Good design helps everyone. Do not try to cram everything into one page.

 Allow the end user as much control over the document as possible.
Disability Language

Person First…Person with…(there are exceptions)

<table>
<thead>
<tr>
<th>Phrases to avoid</th>
<th>Phrases to use</th>
</tr>
</thead>
<tbody>
<tr>
<td>Confined to a wheelchair</td>
<td>Uses a wheelchair</td>
</tr>
<tr>
<td>Suffers from depression</td>
<td>Has depression</td>
</tr>
<tr>
<td>Handicap</td>
<td>Has a disability</td>
</tr>
<tr>
<td>Student with special needs</td>
<td>Student with a disability</td>
</tr>
</tbody>
</table>
Accommodation

- Any modification or adjustment to policies, practices, procedures, tasks, or the environment that allows a person with a disability equal access.
- Accommodations are assigned by the DRC
- Always determined on a case-by-case basis
- Established through an interactive process
- Communicated directly from the DRC to instructors
DRC Referrals

- When to refer students
  - Self-disclosure of disability
    - The University bears some legal liability if you do not refer
  - Long history of academic difficulty
  - Effort is not equal to academic results
    - Poor grades, not studying in the right way = Academic Resource Center
    - Poor grades, studying in the right way = DRC
  - When in doubt, give us a call
DRC Referrals

- Refer Students any time a student asks for an accommodation
- Accommodation: any modification or adjustment to policies, practices, procedures, tasks, or the environment that allows a person with a disability equal access.
  - Accommodations coordinated through the DRC
  - Accommodations will always be communicated directly from the DRC not the student
  - Always determined on a case-by case basis
  - Established through an interactive process
  - Making a referral to the DRC can protect your departments ability to follow their typical processes with a student
What happens when a student is referred

- Initial appointment with an Accessibility Consultant in person or by phone
- If the disability is not obvious, we will ask for documentation (do not speak with students about the need for documentation)
- Accommodations are set up
Common Accommodations

- Accommodated Testing
- Note Taking
- Accessible Text
- Attendance
- Due Deadline Accommodations
- Interpreting, Transcribing, Captioning
- Architectural Access
Owners can be asked two questions:
- Is the dog a service animal required because of a disability?
- What task has the dog been trained to perform?

<table>
<thead>
<tr>
<th>Service Animals</th>
<th>Assistance or Support Animals</th>
</tr>
</thead>
<tbody>
<tr>
<td>Recognized by ADA</td>
<td>Recognized by FHA</td>
</tr>
<tr>
<td>Dog trained to perform disability related task</td>
<td>Animal that reduces a symptom or effect of a disability</td>
</tr>
<tr>
<td>Allowed anywhere on campus</td>
<td>Allowed in a student's residence</td>
</tr>
<tr>
<td>Must comply with student code</td>
<td>Must comply with housing contract and owner responsibilities</td>
</tr>
</tbody>
</table>