Fundamental awareness

• Why are students accommodated?
  – To equalize opportunity

• How are students accommodated?
  – Individually

• Faculty Responsibilities
  – Design for inclusion
Basis for accommodation

(1) Every person has a right to equal treatment with respect to services, goods and facilities without discrimination because of race, ancestry, place of origin, citizenship, creed, sex, sexual orientation, age, martial status, same-sex partnerships status, family status or disability.
How?

The Accommodation Process: Accommodation must be
• Individualized
• Implemented with dignity and respect
To what extent?

• Each request for accommodation must be reviewed on its own merit, without regard for the potential of many others following with similar requests, or the costs (to the point of undue hardship) or the inconvenience

Limits of accommodation

• To the point of undue hardship
• without compromising the essential requirements (bona fide requirements) of the course
Essential Requirements

• ...... no alteration in standards or outcomes, although the manner in which the student demonstrates mastery, knowledge and skills may be altered.....

- Guidelines On Accessible Education
  APPROPRIATE ACCOMMODATION
  April, 2009, Ontario Human Rights Commission
Current Process

- Students with disabilities identify themselves to Disability Services
- Third-party documentation of the condition is obtained (MD, Registered Psychologist)
- Interview with Disability Service Advisor
- Individualized accommodation planning
Accommodate… or not

• Four critical questions:
  – Is there a disability?
  – Is there a gap in performance attributable to the disability?
  – Is the accommodation relevant to the disability?
  – Are essential requirements maintained?
If in doubt
Consult
613 533-6467
Thank you!

Questions?
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