

Chapter 2: Reasonable and Unreasonable Accommodations

A reasonable accommodation enables a qualified student with a disability to have an equal opportunity to access and use benefits, privileges and services that are available to similarly situated students without disabilities. To determine reasonable accommodations, the university has a responsibility to obtain information from appropriate university personnel regarding essential standards/learning outcomes for courses, programs, services, and activities.

Reasonable accommodations are determined by examining:

- The barriers between the impacts of the documented disability and the campus/educational environment.
- The possible accommodations that might reduce and/or remove barriers and impacts.
- Whether the student has equitable access to the course, program, service, or activity without accommodation.
- Whether the essential elements of the course, program, service, activity or facility would be compromised by the accommodations.

Accommodation Request Analysis

- In reviewing accommodation requests, the following analysis is used:
 - Does the student have a documented disability?
 - Does the disability substantially limit one or more major life activities in the UTA environment (academics, housing, services, and activities)?
 - Is the request reasonable? (The following requirements must ALL be satisfied for the request to be considered reasonable):
 - The accommodation does not:
 - fundamentally alter the nature of the program or activity.
 - alter or remove essential requirements.
 - lower academic standards or learning outcomes.
 - present an undue financial or administrative burden on the university.

- pose a threat to the safety of others or the public.

Unreasonable Accommodations:

- When an accommodation is determined unreasonable, it is an institutional decision that must meet legal and educational requirements. Though the academic judgments involved in such decisions are typically the prerogative of the academic unit involved, those judgments must be made within legal parameters. Therefore, such determinations require collaboration between faculty, the academic department, and the Student Access and Resource Center (SAR Center). Faculty members may not solely determine an accommodation is unreasonable.

Accommodation Disputes

- If a faculty member is concerned about providing an accommodation, the concern should be raised with the SAR Center promptly and preferably before the semester begins or by the next business day after receiving an accommodation notice.