THE ROLE OF FACULTY IN CLASSROOM ACCESSIBILITY

Disability Support Services

DSS STAFF

- Allison Solomon, Director/ADA Compliance Officer

- Valerie DuBose, Associate Director

- Andrew Sparks, Assistant Director

- Courtney Champion, ADA Investigator/Faculty Advisor

- Allie Reeves, Testing Coordinator

- Ashleigh Johnson, Program Coordinator

- Graduate Associate

- Student Assistants

DSS GROWTH

- Students Serviced
  - 2016: 688
  - 2017: 699
  - 2018: 974

- Documentation Requests Staffed
  - 2016: 770
  - 2017: 1134
  - 2018: 1114

- Tests Proctored at DSS
  - 2016: 1843
  - 2017: 2363
  - 2018: 2736

226 Faculty Consultations in 2018

THE LAW

- The Rehabilitation Act of 1973 § 504

    - Covers any program or activity receiving federal financial assistance

    - Defines disability as a physical or mental impairment that substantially limits one or more major life activities

    - First national civil rights law to provide equal access to higher education for students with disabilities

    - Requires institutions of higher education to make their programs accessible to qualified students with disabilities

THE LAW

- Americans with Disabilities Act

  - Signed into law in 1990

  - Purpose is to establish a clear and comprehensive prohibition of discrimination on the basis of disability

  - Title II covers all public entities, including public colleges and universities

  - Amended in 2008 to broaden the definition of disability

THE LAW

- Who is eligible under the ADA and Section 504?

- Individuals who have

  - (1) A physical or mental impairment

    - No "per se" disabilities but some are listed as subject to a rebuttable presumption of disability status

  - (2) Which substantially limits

    - As compared to most people in the general population

  - (3) One or more major life activities

    - Expanded in 2016 to include sitting, reaching, interacting with others, and writing

UAB'S LEGAL RESPONSIBILITY

- UAB is required to provide access to its programs and activities to qualified individuals who have a documented disability

- Providing accommodations is a collaborative effort between DSS, faculty, and the student

- UAB must conduct an individualized assessment when making determinations regarding accommodations for students with disabilities

- At the university level, students must self identify as an individual with a disability

  - This is why it is important for students to have information about DSS and our services

THE INTERACTIVE PROCESS

- Universities are regularly found in violation of the ADA and section 504 by the Office for Civil Rights for failure to engage in the interactive process

  - Cannot take the position that there are certain accommodations you will never provide

  - Cannot automatically deny a student's request as unreasonable

  - You do not have to provide an accommodation if it would fundamentally alter the course or program BUT the institution is still in violation if it fails to follow proper procedures even if fundamental alteration is arguably correct

    - Must continue the interactive process to develop alternative options for accommodations

THE INTERACTIVE PROCESS

- Always demonstrate a willingness to work with your students regarding their approved accommodations

- Meet with your students, as part of the interactive process, to discuss accommodations and determine how they will work for your particular course

- Consult with DSS if you feel an accommodation is unreasonable

- Never categorically or automatically deny a requested accommodation without engaging in the interactive process

HOW DSS DETERMINES ELIGIBILITY FOR ACCOMMODATIONS

- Students must:
  - Complete an application
  - Provide documentation of disability
  - Attend an accommodation planning meeting
  - Complete an accommodation orientation

DOCUMENTATION

- DSS has very specific documentation requirements
- Documentation must be from the appropriately qualified medical professional
  - History to support student's diagnosis
  - Evidence of a current impairment
  - Results of any assessment
  - Description of current treatments or medications
  - Clear statement of diagnosis
  - Specific recommended accommodations and the rationale for those recommendations

RESPONDING TO REQUESTS FOR ACCOMMODATIONS

- Instructions DSS gives to students

  - Present your professor with an accommodation letter

  - Schedule an appointment with your professor to discuss accommodations

  - Discuss the accommodations you wish to use and make necessary arrangements

RESPONDING TO REQUESTS FOR ACCOMMODATIONS

- Actions you can take
  - Announce to your class that all students registered with DSS should schedule a meeting with you during your office hours
  - Provide the accommodations listed on the student's letter
  - Ask specific questions about which accommodations the student wants to use for your course
  - Collaborate with the student to determine how the accommodation will be provided
- Actions you CANNOT take
  - Calling out specific students in front of the class to remind them to meet with you about accommodations
  - Providing accommodations to students who have not provided you with an accommodation letter
  - Providing accommodations that are not listed on the student's accommodation letter
  - Asking a student for more information about his or her disability or diagnosis!

REFERRING STUDENTS TO DSS

- Use behavioral observations and ask the student to explain the difficulties
  - If the student mentions disability, refer the student to DSS
  - If the student does not reference disability, refer the student to several campus resources, including DSS
- Student Resources at UAB
  - Student Counseling Services
  - Student Outreach
  - Disability Support Services
  - Student Health Services
  - Veterans Services

ANIMALS

- Service Animals
  - Dog or miniature horse
  - Allowed to be anywhere the student is allowed to be
  - Not required to wear a vest or other identification

- Assistance Animals
  - Any type of animal
  - Primarily allowed in housing
  - MAY be allowed in classroom if student is registered with DSS and the animal is an accommodation

- Service Animals in Training
  - Adult dog (generally after 18 months of age)
  - Undergoing training to do work or perform tasks for the benefit of an individual with a disability
  - Contact Jake Baggott, Assistant Vice President for Student Health and Wellbeing

ANIMALS

- Is the dog behaving how you would expect a service dog to behave?
    - If yes, DSS recommends taking no action
    - If no, you may ask two questions to the student
- Questions
    1. Is the dog a service animal or a service animal in training required because of a disability?
    2. What work or task has the dog been trained to perform or is being trained to perform?
- If the student does not appropriately answer one or both of the questions, let the student know that pets are not allowed on campus.
- If the dog is causing a disruption, let the student know the dog should leave but the student is allowed to return.

CONFLICTING ACCOMMODATIONS

- Example: Service Animals and Allergies

- The first step is to see if the student with allergies is registered with DSS. If not, that student should be referred to DSS for accommodations.

- DSS will work with the students to make sure they are both accommodated. Options may include having the students sit on opposite sides of the classroom or asking the students if one would be willing to swap to a different section.

SERVICE ANIMALS

- Video "Can You Spot a Fake Service Dog?"

- https://www.wideopenpets.com/fake-service-dogs-its-a-real-issue/

ABSENCES

- Reasonable number of disability-related absences and provision to make up work due to disability-related absence
  - Meet with the student early in the semester to determine reasonable absences. Remember- reasonable differs from class to class.
  - Make sure you can articulate your rationale for determining what is reasonable
  - Give the students a warning when they are approaching this number
  - Contact DSS if the absences have become excessive or habitual
- Online Classes
  - This accommodation may also apply to online classes
  - If a student misses a deadline due to disability and has this accommodation, allow for reasonable flexibility with regard to making up the work

PEER NOTETAKING

- DSS typically requests the instructor's assistance in identifying a peer notetaker

- After a peer notetaker has been identified, DSS coordinates the exchange of notes between the peer notetaker and the DSS student.

- What about lab and online courses?

  - Students may request a peer notetaker for these course formats. If you are unsure how a peer notetaker will be used, contact the student to discuss how they expect the accommodation to work for that course format.

TESTING

- Common Testing Accommodations

  - Extended time, reduced distraction testing environment, use of assistive technology

- What DSS Needs from Faculty

  - Testing contract

  - Specific information on format, timing, and use of additional tools such as calculators, formula sheet, notes, etc.

  - Faculty members should be available by phone or email while their students are testing at DSS. This is to ensure that students who are testing at DSS have the same access to their instructor that other students have.

    - If the instructor of record is not available, please identify another contact who will be available to answer DSS and student questions about the exam.

    - If any changes to the exam occur while the exam is being administered, please contact DSS immediately so we can notify students who are testing in the DSS office.

REQUESTING CAPTIONING AND INTERPRETING

- Captioning

  - DSS encourages instructors to request captioning for all videos

  - Instructors must caption all videos (mandatory and optional) for their course if a student has an accommodation for captioned videos

  - Request captioning by visiting the Faculty & Staff section on the DSS website. Select "Request Captions for Videos" and follow the instructions to submit a captioning request.

- Interpreting

  - Students make all requests for an interpreter through DSS

  - You will be notified on the student's accommodation notice

ASSISTIVE TECHNOLOGY

- Screen Readers (ClaroRead)

- Dictation Software (Dragon)

- Screen Magnification (ZoomText)

- Notetaking (Sonocent)

Untitled 1 - Sonocent Audio Notetaker

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▷ PAUSE MODE
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SECTION ▾ | **IMPORT** | **EXPORT** | **EXTRACT** | **SPEAK** ▾ | **SCRIBE** | **TOOLS**

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IMAGES | REFERENCE | TEXT | AUDIO

- visualised phrase by phrase as chunks
- custom colour keys
- highlight key information
- add text notes
- add slides and images

www.sonocent.com

- move chunks around
- delete chunks

- export by colour
- add audio summaries
- various export options

IMAGES | TEXT | AUDIO

EDIT COLOUR KEY 🎨

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▾ **CHUNKS**
- ● Important   1
- ○ Review   2
- ○ Task   3
- ○ Delete   4
- ○ Summary   5

▾ **SECTIONS**
- ■ Important   9
- ■ Review   8
- ■ Task   7
- ■ Summary   6

▾ **OPTIONS**
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ASSISTIVE TECHNOLOGY

- Kurzweil
  - Text-to-Speech
    - Including basic math
  - Translation
    - Dictionary (written definition, picture, and pronunciation)
  - Create study guides and map ideas
    - Mind mapping
    - Highlight
- Available through the following campus groups:
  - DSS, UAB Athletics, Vulcan Materials Academic Success Center, UAB Writing Center, INTO UAB, UAB TRIO

QUESTIONS?