

Student Disability Accommodations Policy

Scope

Applies to Mayo Clinic College of Medicine and Science (MCCMS) faculty and employees when working with a student who is eligible for reasonable accommodations.

Applies to all MCCMS students when they are seeking reasonable accommodations for a disability.

Purpose

To ensure MCCMS provides a supportive environment for students with disabilities.

To cultivate a diverse healthcare workforce.

To comply with the Section 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act of 1990, and the Americans with Disabilities Amendments Act of 2008.

To comply with relevant state laws.

Policy

- MCCMS will ensure equal access to education for all students.
- MCCMS will not discriminate against any qualified applicant or enrolled students on the basis of race, color, religion, sexual preference, age, disability, or other protected status in admission or access to programs, services, activities, and facilities offered by MCCMS.
- MCCMS will require the students to disclose any disability to the Office of Wellness and Academic Support-Disability Access Services before providing reasonable accommodations.
- MCCMS admissions will include an accessibility statement on their materials, to encourage learners to connect with Disability Access Services, prior to the start of coursework.
- MCCMS faculty or employees who become aware of a student's disability must refer the student learner to the Office of Wellness and Academic Support-Disability Access Services.
- Students can register with Disability Access Services at any time, though reasonable accommodations will not be retroactive.
- Students will be asked to provide [disability documentation](#), at their own expense, when requesting reasonable accommodations.
 - If the initial documentation is incomplete or inadequate in determining the intersection of disability in the educational environment, Disability Access Services has the discretion to require additional documentation.
 - Any cost of obtaining additional documentation is also borne by the student.

- MCCMS Disability Access Services will evaluate all requests for reasonable accommodations on a case-by-case basis.
 - The evaluation includes a Welcome Meeting, review of clinical documentation, and a determination of the reasonableness of the accommodation requests.
 - Interim measures for reasonable accommodations will be provided on a case-by-case basis.
- The student's written permission is required to release clinical documentation or other diagnostic information to a third party.
- An MCCMS Disability Access Resource Specialist will maintain the student's file separately from the student's official academic record.
- Information in files about the student's disability and/or reasonable accommodations will not be released except permitted by law, including the Family Educational Rights and Privacy Act (FERPA).

Costs for reasonable accommodations will be borne by MCCMS Office of Wellness and Academic Support and the Office of Diversity.

Policy Notes

N/A

Related Procedures

[Disability Accommodations Procedure](#)

Related Documents

[Confidentiality Policy](#)

[Disability Accommodations Registration and Services Statement](#)

[Ombudsperson Policy](#)

[Request for Accommodations form](#)

[Student Records and the Family Education Rights and Privacy Act \(FERPA\) Policy](#)

Definitions

Disability Accommodation Resource Specialist: The individuals in the Office of Student Wellness and Support who approve and implement accommodations. They can be contacted at MCCMS.DS@mayo.edu.

Disability: A physical or mental impairment that limits substantially one or more major life activity (as defined by the Americans with Disabilities Act of 1990 and Americans with Disabilities Amendments Act of 2008 or Section 504 of the Rehabilitation Act).

Disability Documentation: Must include diagnosis of condition and a summary of how the condition impacts the student from a licensed professional.

Student: A student participating in any academic program within MCCMS. This does not include residents and fellows.

Reasonable Accommodations: Any modification or adjustment that is made to a course, program, service, job, activity, or facility that eliminates or minimizes state

and/or federally defined disability-related barriers to allow equitable access. A reasonable accommodation must not: compromise essential requirements of a course, program, job, activity, or facility; cause undue hardship; compromise the safety of the learner or others; or fundamentally alter a course or program.

References

[The Rehabilitation Act of 1973](#)

[Americans with Disabilities Act of 1990](#)

[Americans with Disabilities Amendments Act of 2008](#)

Owner

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Contact

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