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Disability Accommodations Policy

Scope

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

Applies to MCCMS learners seeking reasonable accommodations for a [disability](#).

Purpose

To ensure MCCMS provides a supportive environment for learners 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 learners.
- MCCMS will not discriminate against any qualified applicant or enrolled learner 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 learner disclose any disability before providing reasonable accommodations.
- MCCMS admissions will send each incoming learner a Disability Accommodations Registration and Service Statement to encourage learners to register disabilities prior to the start of course work.
- MCCMS faculty or employees who become aware of a learner's disability must refer the learner to the Office of Wellness and Academic Success.
- Learners can register a disability at any time, though reasonable accommodations will not be retroactive.
- Learners must provide [disability documentation](#), at their own expense, when requesting reasonable accommodations.
 - If the initial documentation is incomplete or inadequate in determining the extent of the disability and reasonable accommodations, MCCMS has the discretion to require additional documentation.
 - Any cost of obtaining additional documentation is borne by the student.
- MCCMS will evaluate all requests for reasonable accommodation on a case-by-case basis.
 - The evaluation includes review of clinical documentation and a determination of the reasonableness of the accommodation requests.
 - During this evaluation, information about a learner's disability and reasonable accommodation request(s) may be shared with the MCCMS Medical Director for Student Health and Disability Services or Regional Director for Student Health and Disability Services.
 - Interim measures for reasonable accommodations will be provided on a case-by-case basis.
- The learner's written permission is required to release clinical documentation or other diagnostic information to a third party.
- An MCCMS [Academic Success Advisor](#) will keep clinical documentation or other diagnostic information confidential when evaluating reasonable accommodations requests.
- An MCCMS Academic Success Advisor will maintain the learner's disabilities file separately from the learner's official academic record.
- Information in files about the learner's disability and/or reasonable accommodations will not be released except as permitted by law, including the Family Educational Rights And Privacy Act ("FERPA").
- MCCMS will make reasonable efforts to accommodate learners with temporary illness or injury, although they are not considered disabled by law.

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- Learners seeking support for issues not covered by the ADA or Rehabilitation Act must contact the Academic Success Advisors.
- Costs for reasonable accommodations will be borne by MCCMS Student Services and the Office of Diversity.

Policy Notes

N/A

Related Procedure(s)

[Disability Accommodations Procedure](#)

Related Document(s)

[Confidentiality Policy](#)

[Disability Accommodations Registration and Services Statement](#)

[Family Educational Rights and Privacy Act Policy](#)

[Ombudsperson Policy](#)

[Request for Accommodations](#)

Definitions

Academic Success Advisors: the individuals in the Office of Wellness and Academic Success who work with the MCCMS Medical Director for Student Health and Disability Services or Regional Director for Student Health and Disability Services to approve and implement accommodations. They can be contacted through MCCMS Student Services at 507-284-3678.

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), such as caring for one's self, performing manual tasks, learning, walking, seeing, hearing, breathing and working

Disability Documentation: must include diagnosis of condition, definition of the functional limitations, recommendation for reasonable accommodations from a licensed professional.

Learner: a student or trainee participating in any academic program within MCCMS.

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. Reasonable accommodations can be [Standard](#), [Non-Standard](#), or [Temporary](#):

- **Standard Accommodations:** determined by the Disability Officer and Office of Wellness and Academic Success to enable learners with disabilities to have access to education equivalent to that of their peers. These will be provided on an ongoing basis to ensure equal access in classroom/didactic coursework and include: extended time on exams, reduced distraction environment for exams, access to slides, copy of notes, and access to recorded lectures. Program Leadership has confirmed that the accommodations listed above will not impact the essential requirements of the program and can be provided without additional discussion at the program level.
- **Non-Standard Accommodations:** determined by the Disability Officer and Office of Wellness and Academic Success in collaboration with Academic Program Leadership to enable learners with disabilities to have access to education equivalent to that of their peers. These are reasonable accommodations that the learner requires beyond standard accommodations. These are accommodations that may be provided on an ongoing basis in the classroom, lab, and/or clinical setting and require additional discussion with Academic Program Leadership to ensure that the approval and provision of the accommodations would in no way alter the essential requirements and/or technical standards of the program.
- **Temporary Accommodations:** determined by the Disability Officer and Office of Wellness and Academic Success in collaboration with Academic Program Leadership to enable learners with temporary conditions to have access to education equivalent to that of their peers. Due to the unforeseen nature of temporary disabilities these accommodations will be determined on a case-by-case basis and include an anticipated end date.

References

[The Rehabilitation Act of 1973](#)

[Americans with Disabilities Act of 1990](#)

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

Owner

Deb Lafferty, Operations Manager on behalf of MCCMS Policy Workgroup

Contact

Dr. Robin Molella, MCCMS Medical Director for Student Health and Disability Services

Revision History

Date	Synopsis of Change
08/17/2017	Updated document to new template. Changed title from "Accommodation for Disabilities." Used procedural information to create a separate Disability Accommodations Procedure.

	Added policy statements on the following topics: non-discrimination; disclosure and documentation; the role of the Office of Wellness and Academic Success; the cost of accommodations. Added definitions for reasonable accommodations.
01/21/2013	Approval for need to establish document: Mayo Clinic Education Committee

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Comments: Minor revision: added link to Disability Accommodations Procedure

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Contact  [Deb Lafferty](#) with questions regarding this page.