

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 an accessible and inclusive healthcare environment.

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 complies with all federal and state laws and regulations regarding the education of students with disabilities.
- 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 their disability to the Office of Wellness and Academic Support - Disability Access Services if the student is seeking reasonable accommodations.
- MCCMS admissions will include an accessibility statement on their materials to encourage learners to connect with Disability Access Services and to proactively make students aware of Office of Wellness and Academic Support - Disability Access Services.
- MCCMS faculty or employees who become aware that a student may need accommodation due to a disability must refer the student 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 generally not be retroactive.
- Students will be asked to provide [disability documentation](#), at their own expense, when requesting reasonable accommodations if such documentation is needed to fully review or to substantiate the request for accommodation.
 - 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 generally includes a welcome meeting, review of clinical documentation when needed, and a determination of the reasonableness of the accommodation requests.
 - Interim measures for reasonable accommodations may be provided on a case-by-case basis.
- An MCCMS Disability Access 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 as 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.
- Students who believe that a disability-related accommodation has been improperly denied, delayed, or not implemented, or who have concerns about this policy or the related procedure, may file a formal grievance through the College's Grievance Procedure.
- The college prohibits retaliation against any individual who requests accommodations or reports a concern about disability access.

Policy Notes

N/A

Related Procedures

[Student Disability Accommodations Procedure](#)

Related Documents

[Confidentiality Policy](#)

[Grievance Procedure](#)

[Ombudsperson Policy](#)

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

Definitions

Disability Access 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 substantially limits one or more major life activities (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: Students requesting accommodations may be required to provide documentation from a qualified professional that verifies a diagnosed condition and supports the need for formal disability-related accommodations. All disability

documentation is treated as confidential and is maintained in accordance with applicable laws and institutional policies.

Student: Anyone who is enrolled in a degree-granting, certificate, or other formal program in Mayo Clinic College of Medicine and Science. This does not include residents and fellows (collectively trainees) enrolled in Mayo Clinic School of Graduate Medical Education (MCSGME) or Mayo Clinic School of Health Sciences (MCSHS).

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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