



Faculty Frequently Asked Questions

Are there more students with disabilities in college than before? Yes. The ADA Amendments Act of 2008, social models of disability, increase in assistive technology, and resources such as DocsWithDisabilities Initiatives resources/affinity groups, have contributed to reducing stigmas of disabilities and ensuring equal access for students.

Can students request accommodations at any time during the semester? Yes. Students can request at any time but are encouraged to reach out prior to the start of the semester and/or upon approval from the ASC. It is important to remember that accommodations are not retroactive in nature.

How can I ensure I am using inclusive and welcoming language for students? The ASC recommends that each faculty member put the ASC Syllabus Statement in their course syllabi. This statement informs students about the office as a resource and encourages students to register with the ASC as soon as possible. Additionally, the ASC recommends reviewing technical standards/essential functions regularly to ensure that those standards are up to date with the current demands of a specific field. The ASC welcomes the opportunity to review and/or participate in revision committees to provide recommendations that are inclusive.

"The University of Nebraska Medical Center takes pride in its diverse population and is committed to providing all students the opportunity to take full advantage of its programs and facilities. In keeping with this philosophy, UNMC strives to eliminate architectural and programmatic barriers that may prevent qualified students with disabilities from obtaining an academic or professional degree. The Accessibility Services Center (ASC) provides reasonable accommodations (e.g. auxiliary aids and services or academic adjustments) to students with disabilities and/or medical conditions, an equal opportunity to participate in academic programs, and to promote and facilitate the integration of students with disabilities into the mainstream of university academic life. Students in need of accommodations should reach out to the ASC as soon as possible to initiate the request, as accommodations are not retroactive in nature. However, the accountability and responsibility of accommodations are shared among faculty, students, administrators, and staff. Reasonable accommodations for students with disabilities are designed to provide equal access in a manner that does not compromise essential elements of academic programs."

Email: UNMCASC@unmc.edu

Location: Student Life Center (SLC 2031)

Phone: 402-559-7276

Who is responsible for determining students' accommodations? The ASC has been designated by the University to go through the interactive process to determine appropriate and reasonable accommodations for students. Decisions for accommodations are based upon the student's clarification about specific needs, description of functional limitations, past history, and documentation from a qualified provider.

There may be times when further information is needed from the program by request from the ASC. This consultation will occur to ensure that an accommodation request does not fundamentally alter a program's curricular outcome.

How are accommodations implemented? Accommodations are implemented with a shared responsibility between the student and faculty members. The ASC is always available to advise and advocate on the implementation of the accommodations to ensure course objectives are being maintained.

Once students are approved for accommodations, students are responsible for submitting their accommodation plan to the faculty of the courses they want to use their accommodations in each semester. Students will provide an accommodation plan that has an accommodation coach at the end, which provides a definition of the accommodation, the student responsibility and the faculty responsibility to ensure proper implementation.

What happens if a student requests an accommodation without presenting their accommodation plan from the ASC? If a student requests an accommodation directly from you, please let the student know that you cannot provide accommodations without having received their accommodation plan and discussing implementation. Some students may be new to UNMC and have yet to have to follow an accommodation process before. However, all students who have been approved have been made aware of this critical implementation step.

Do accommodations apply retroactively? No. Accommodations are to be implemented at the point of request and moving forward.

Do instructors have a legal responsibility to accommodate qualified students with disabilities? Yes. Accessibility and equal access for those with disabilities is paramount to one's education. The US Department of Education, Office of Civil Rights (OCR), Americans with Disabilities Act (ADA) and Section 504 of the Rehabilitation Act mandate student's rights to accommodations and their right to file complaints (OCR), lawsuits (ADA), or grievances against the University if these accommodations are not provided. If you have questions or concerns about accommodations, please contact the ASC immediately at unmcasc@unmc.edu.

Whom should faculty contact if they have questions about accommodations? What do I do if I have questions about a particular student's accommodations? Please feel free to email us directly at unmcasc@unmc.edu. All ASC staff have access to this email and will get connected with you in a timely manner. If the question involves a particular student, the ASC is happy to answer questions and discuss any concerns that you may have about your student and their accommodations. It is likely that the ASC will suggest a meeting between the faculty, student, and ASC to ensure everyone is understanding of the implementation. Note: It is up to a student to disclose the specifics of their disability; the ASC will never share any confidential information with faculty.

I have a student who is registered with the ASC who is not meeting the program's expectations, what should I do? All students, regardless of disability status, must be able to meet the same academic standards. Work performed by students with disabilities should be equivalent to their peers' and should be graded according to the same standards. Treat them exactly the same way you would any other student in your class who may be struggling. If the student has a known disability, the accommodation plan will address specific accommodations to eliminate a barrier. If there may be a need for a change to their current plan, you may additionally encourage them to check in with the ASC for support. The ASC can also provide periodic outreach to students.

What do I do about a student with a disability who is misbehaving, threatening, or rude? All students are expected to abide by the University's Student Code of Conduct. Conduct is not excused on the basis of disability. Respond to the behavior as you would any other student. Additionally, feel free to reach out to the ASC to see if additional steps should be taken.

Do I contact the ASC if I need a disability-related accommodation(s) as a faculty or staff member? No, you will need to contact Human Resources to learn more about requesting accommodations. More information can be found on their [website](#).

Section 504 of the Rehabilitation Act of 1973 and Title II of the Americans with Disabilities Act prohibit discrimination against individuals with disabilities. The University of Nebraska is committed to providing persons with disabilities equal opportunity to participate in its education programs and activities through the provision of reasonable accommodation and in compliance with the law. The University of Nebraska does not discriminate based on race, color, ethnicity, national origin, sex, pregnancy, sexual orientation, gender identity, religion, disability, age, genetic information, veteran status, marital status, and/or political affiliation in its programs, activities, or employment. For discrimination and disability inquiries, please contact: UNMC's ADA/504 Coordinator for Students, Williams Science Hall 3.0.031C ; 402.559.2792.