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## **POLICY: Student Disability**

Bryant University complies with the Americans with Disabilities Act (ADA) of 1990. The ADA prohibits discrimination against *qualified* individuals with disabilities on the basis of that individual's disability. Not only does Bryant comply with the ADA, but Bryant also considers this compliance to be a reaffirmation of the University's long-standing nondiscrimination policy. To this end, Bryant bases all of its admissions decisions on an applicant's qualifications to perform the essential functions of the physician assistant student role, with or without reasonable accommodations that do not impose an undue hardship on the University. Bryant University does not discriminate unlawfully against the disabled and is in full compliance with the Rehabilitation Act of 1973, as amended.

### **Responsibilities of Students with a Learning Disability or ADHD**

- Submit *current* documentation of the specific learning disability (LD) or ADHD according to Bryant's Guidelines for Documentation. *Keep a personal copy* of all testing and documentation. Please *verify receipt* of documentation.
- *Schedule an appointment* with the ACE Assistant Director of Access Services at the *start of each semester* to discuss academic needs and requests for specific academic accommodations. Appointments are made by coming to the ACE front desk in Unistrucre Room 275 in the Center for Teaching and Learning or by calling ACE at 401.232.6746. *It is the student's responsibility to initiate all appointments and requests for accommodations or services.*
- Bring hard copy of your *detailed course schedule with professors' names* for the current semester to your appointment.
- Report any scheduling or professor *changes or add/drops* to the ACE Assistant Director of Access Services immediately. If revisions of approved accommodations are needed, the student must schedule an appointment to discuss all changes and amend the Academic Accommodations Master Form. Email or phone contacts will *not* be sufficient.
- Students are required to provide the program with applicable medical records to the Academic Support and Remediation Committee for review of the disability and make a determination what, if any accommodations that the program may consider for reasonable curriculum modification.
- Within *5 (five) days* of signing the Academic Accommodations Master form, meet with faculty advisor to arrange the implementation of specific accommodation(s). Faculty members are *not* required to provide accommodations unless the student initiates this meeting and follows through on the practical arrangements and timeframes.

- *Schedule a follow-up* meeting with the ACE Assistant Director of Access services to report the arrangements agreed upon with faculty members for each accommodation.
- *Schedule appointments* with the ACE Assistant Director of Access Services *throughout the term* to discuss academic needs. ACE does not track or monitor student progress/grades.

For all other information regarding Learning Disabilities and ADHD at Bryant University, please contact [Access Services](#) in the [Academic Center for Excellence](#) or by phone at 401-232-6746.

#### Responsibility of the PA Program for Students with Learning Disabilities

- The Director of Academic Success will notify the student of confirmation of accommodation request from the university resource as applicable.
- The program will meet with the ACE Assistant Director of Access Services and discuss relevant program requirements based on the disability and in accordance with the Rehabilitation Act and the American's with Disability Act to assist in the implementation of accommodation(s).
- The program will inform the student of the accommodation(s) and apply them to the didactic or clinical examination / setting as appropriate. Exam time accommodations will be programmed into the ExamSoft program for automatic application to each computerized exam. The DAS will program PAEA End of Rotation (EOR) Examinations for time allotments.
- All accommodations will be reviewed and applied **within the limits of the curriculum and the documented disability**. Students will be advised by the program if there is concern that the recommended accommodations are not within the constraints of the outline of the program or the curriculum. All requests for accommodations will be evaluated on an individual basis.

#### Links

[United States Department of Justice, Civil Rights Division, Americans with Disabilities Act](#)

[29 U.S. Code 794, Section 504 of the Rehabilitation Act of 1973](#)

Specific requirements for learning disabilities and ADHD accommodations can be found at the following link:

<http://my.bryant.edu/portal/academic-success-programs/access-services-formerly-learning-disability-services/guidelines-for-documentation-of-specific-learning-disabilities-ld.htm>

#### Responsibilities of Students with Physical Disabilities

Students with physical disabilities must be able to meet the Bryant University PA Program technical standards with or without reasonable accommodations. Those seeking such accommodations must contact Bryant Health Services, Kelly Quintal, CFNP, the Clinical Director of Health Services at 401-231-2860, TDD 401-231-2860, or by email at [kquintal@bryant.edu](mailto:kquintal@bryant.edu)

### Responsibilities of Students with Psychiatric or Psychologic Disabilities

Students with Psychiatric or Psychologic disabilities must be able to meet the Bryant University PA Program technical standards with or without reasonable accommodations. Those seeking such accommodations must contact the Director of Counseling Services, Noelle Harris, at 401-232-6045 or by email at [nharris@bryant.edu](mailto:nharris@bryant.edu)

**NOTE:** Students are required to notify the NCCPA of any testing accommodations for the PANCE. Additional information is described on the NCCPA website at <http://www.nccpa.net/SpecialAccommodations>.

**NOTE:** Individuals with permanent or temporary physical disabilities who wish to obtain handicapped parking passes should contact the Department of Public Safety (401) 232-6001.

### Terminology

#### Disability

Under the ADA, a disability is a physical or mental impairment that substantially limits a major life activity (i.e., hearing, speaking, seeing, walking) or a record of substantially limiting impairment, or someone regarded as having a substantially limiting impairment.

#### Essential Job Functions

These are the essential job duties that an employee must be able to perform with or without a reasonable accommodation. Usual characteristics of the essential functions of a job are time spent, consequences of error, skill or expertise involved, and the availability of other employees. Under normal circumstances the essential duties would be included in the employee's performance program.

#### Reasonable Accommodation

This is any change or adjustment to a job or work environment which allows an employee with a disability to perform the essential functions of a job. Typical accommodations include job restructuring, reassignment, and equipment and furniture modifications.

#### Undue Hardship

This is an accommodation which would be unduly costly, extensive, disruptive, or would substantially alter operations. Such accommodations need not be provided. Nevertheless, please note that the University does have the obligation to explore and locate other suitable accommodations which would not constitute undue hardship if possible.

**Standard**

**ANNOTATION:**

Review: 12/13/17

Medical Director

Director of Clinical Education

Forwarded for Approval: 12/14/17

Associate Program Director

Approved: 12/14/17

Program Director