

University of the Incarnate Word
Office of Student Disability Services

Faculty Rights & Responsibilities

Under the Americans with Disabilities Act of 1990 &
Sec. 504 of the Rehabilitation Act of 1974

RIGHTS

Faculty Members:

- a. Have the right to identify and establish the knowledge, abilities, and skills that are fundamental to their academic course and programs and to evaluate each student's performance on that basis.
- b. Fundamental program/course abilities, skills, and knowledge are not subject to accommodation (i.e., math abilities and skills are needed for the accounting and analytical decision making courses that are components of business degrees at UIW, therefore, it would be extremely rare for a student with a disability to be able to substitute the required math courses with other courses for this degree area).
- c. Have the right to question a prescribed accommodation if it interferes with the fundamental abilities, skills and/or knowledge required for a course.
- d. Have the right to suggest accommodation (s) that do not fundamentally alter the course requirements but do provide the access necessary for the student with a disability.

RESPONSIBILITIES

Faculty Members:

- a. Have the responsibility to make reasonable adjustments to the instructional and evaluation method (s) for a course when these have a negative impact on a disability.
- b. Are not responsible for providing any accommodations until the student presents an official *Letter of Accommodations*. If a student requests accommodations for a disability and the faculty member has had no official notification from the Office of Student Disability Services (SDS), the student should be directed to the SDS office.
- c. Are responsible for providing the accommodations prescribed by the Office of Student Disability Services.
- d. Are responsible for discussing with SDS any concerns related to the accommodation (s) or arrangements that have been requested for a student with a disability.

Students Rights & Responsibilities

Under the Americans with Disabilities Act of 1990 &
Sec. 504 of the Rehabilitation Act of 1974

RIGHTS

Students:

- a. Have the right to be evaluated based on the students ability, not the student's disability. If the student's disability affects the outcome of an evaluation method, the student is entitled to evaluation by an alternate means.
- b. Are entitled to an equal opportunity to learn. If the location, delivery system, or instructional methodology limits their access, participation in, or ability to benefit, the student has a right to reasonable alterations in those aspects of the course or program to accommodate their disability.
- c. Are entitled to an equal opportunity to participate in and benefit from the academic community. This includes access to services, extracurricular activities, housing, and transportation at a comparable level as that provided to any student.
- d. Have the right to appeal the institution's decisions concerning accommodations to the Director of Student Disability Services.

RESPONSIBILITIES

Students:

- a. Have to self-identify to the Office of Student Disability Services as a student with a disability needing accommodations at the beginning of each semester.
- b. Have to demonstrate or document how their disability impacts a particular delivery system, instructional method, or evaluation criteria when requesting accommodations.
- c. Have the same obligation as any student to meet and maintain the institution's academic and technical standards.
- d. Have the obligation to meet their individual responsibilities as delineated on the *Letter of Accommodations* issued by the Office of Student Disability Services.