

## Resolving Accommodation Conflicts

As the designated agent of the college, Disability Services and Programs for Students (DSPS) is responsible for determining reasonable accommodations for students with disabilities to meet the requirements of federal and state non-discrimination and civil rights laws. These accommodations are intended to provide equal access to instruction. Moreover, an effective partnership between student, faculty and disability services demonstrates a commitment to students to provide a diverse, inclusionary and equitable educational experience.

Therefore, by confirming receipt of this accommodation letter, you are acknowledging your role and responsibility in implementing these accommodations. In other words, you are agreeing to the accommodations.

However, please consider the following before acknowledging the accommodation letter:

- If you believe the listed accommodations **fundamentally alter the course** learning objectives or essential requirements of the course, you are encouraged to contact DSPS to consult on the matter and/or talk to the student about the specific accommodation(s) that you believe fundamentally alters the course and then refer the student back to DSPS to revise and resend their letter.

*Example: The student's accommodation is the use of a basic calculator yet the course objectives explicitly state that the student's grade is based on the ability to independently perform basic calculations such as adding, subtracting, multiplying and dividing.*

- If you believe one or more of the **accommodations are not applicable or relevant** to your course, you are advised to talk to the student about your concerns prior to acknowledging the accommodation letter. If you do not reach agreement, please contact DSPS for assistance and mediation.

*Example: The student's accommodation is the use of a calculator in an English course.*

However, what is most important is that **you may not unilaterally deny any of the approved accommodations without first consulting with DSPS.**

Thanks for your partnership in this shared responsibility.

DSPS