

DISABILITY SERVICES

The United States' Americans with Disabilities Act (ADA) and Section 504 of the Rehabilitation Act establishes that individuals with disabilities have a legal right to equal access to a college education. The ADA defines "disability" as "having a physical or mental impairment that substantially limits one or more of the major life activities." The ADA protects individuals from discrimination if they have a record of such impairments or if they are regarded as having such impairments. An individual with a disability is someone a) with a physical or mental impairment that substantially limits one or more major life activity, b) who has a record of such an impairment, and/or c) who is regarded as having such an impairment. Section 504 prohibits discrimination on the basis of disability against participants in programs receiving federal funds. Campuses are required to be physically and programmatically accessible and to provide reasonable accommodation for students with disabilities to ensure equal access to college offerings. ADA defines reasonable accommodation as: "changes or adjustments in a school site, program, or job that makes it possible for an otherwise qualified student with a disability to perform the duties or tasks required." A student with a disability is to have what is needed so that they may access every activity (or its equivalent) that is available to other students. Colleges are not required to provide personal aides or assistants. Colleges are not expected to provide something that will cause an "undue hardship" on the college. "Undue hardship" is defined as "action requiring significant difficulty or expense" when considered in light of factors such as: nature and cost of the accommodation in relation to the overall size, resources, nature and structure of the college's operation. Alternatives which may serve in place of the specific accommodation should be considered.

Requesting Academic Accommodations

Complete a Disability Services Application available at any UAC campus or online at <https://www.cccua.edu/student-life/disability-support-services.html> and submit to Disability Services via email at disabilityservices@cccua.edu, fax at 870.642.5088, or any UAC campus. Contact Disability Services for a documentation interview and review. The student's self-report regarding how he or she may be "limited by impairment" serves as primary disability documentation. Observation/interaction with the student serves as secondary documentation. Tertiary documentation from external or third parties such as educational or medical records, reports and assessments created by health care providers, school psychologists, teachers, or the educational system may be requested. Once the application and relevant documentation are submitted, it may be necessary to complete an Accommodation Plan. Accommodation Plans are emailed to instructors teaching the courses in which the student is enrolled. It is the student's responsibility to contact each instructor regarding their Accommodation Plan. A face-to-face meeting is preferred; however, a phone call or email correspondence may be sufficient. The signed plan must be returned to Disability Services. The instructor and/or student may contact Disability Services at any time throughout the course(s) with any questions or concerns. Accommodation Plans may also be sent to additional faculty/staff as deemed appropriate. Students should contact Disability Services to review their Accommodation Plan to ensure it continues to meet their academic needs when enrolling in additional Continuing Education courses. A new Disability Services Application must be completed upon re-enrollment if a student does not remain enrolled in consecutive courses. A student may terminate their Accommodation Plan at any time by submitting a signed written request to Disability Services.

Confidentiality Assurance

Information which identifies or may identify a student is treated with respect and privacy. Information known to faculty and staff about individuals who are served by Disability Services is treated as confidential both in and outside of the college environment. Access to information provided to Disability Services is limited to faculty and staff who are involved with services being provided unless others are named on written releases. Student records and other written student identifying information is maintained, stored and/or disposed of in a secure manner and environment in compliance with all legal requirements.

Confidentiality Limitations:

- If there is reasonable concern that an individual is a danger to self or others
- Records may be subpoenaed by a court or audited by an agency of higher education
- Information may be used for purposes of sharing information with other agencies to assist the student (ie: Arkansas Rehabilitation Services, WIA, Career Pathways), providing training to new staff members, and supervision.

Disability Support Services Contact Information & Resources

UA Cossatot Disability Services

83 College Drive

De Queen, AR 71832

Website: <https://www.cccua.edu/student-life/disability-support-services.html>

Phone: 870-584-1337

Fax: 870-584-1337

Text: 870-584-1337

Email: DisabilityServices@cccua.edu or Rhickey@cccua.edu