

What Is A Reasonable Accommodation And By Whose Definition?

*Presented by
Jane Jarrow, Disability Access Information and Support
L. Scott Lissner, The Ohio State University
AHEAD 2016*

What Is a reasonable Accommodation?

- It is easier to define what is NOT reasonable.
- If it doesn't fall under one of these four categories, it is probably reasonable!

It is NOT a reasonable accommodation if:

Making the accommodation means making a substantial alteration in the manner in which a program of service is offered

It is NOT a reasonable accommodation if:

Making the accommodation constitutes an undue financial or administrative burden for the institution

Determining Direct Threat

- Specific Risk Must be Identified
- Risk Must be Current, Not Speculative or Remote
- Risk Must be Based on Objective, Factual Evidence
- Risk Can Not be Mitigated by Reasonable Accommodation

Determining Fundamental Alteration

- Academic & Technical Standards
- Program/Course Goals
- Comparable Experience

Is This Request About Access or Success?

- Why are you (the service provider) considering assigning the accommodation?
- Is there an alternative accommodation that would provide the same level of access for this

Is This Request About Access or Success?

- What does every other student have access to in this same situation?
- Is there any reason NOT to allow the request?

Is it the right thing to do (outside the consideration of legal necessity?)

I have a disabled student who has come in asking that the dining hall provide high sodium drinks (gator aid) that do not have a red dye in it. Currently the dining hall does carry Gator aid but it has red dye in it.

Here is my struggle, the need for the Gator aid is a recommendation from her doctor. As a campus, we do not supply supplements, medications, etc for students. That was clear. But... she would not have to purchase the Gator aid if the dining hall would offer a non red dye flavor, to which she is allergic.

Is this an accommodation?

I had a student with ADHD in the office earlier this week. She works full time and is taking classes full time. And is dealing with the impact of her condition. I suggested that she might want to give herself a little break, but what do you say to a student who loads herself up like that and then wants extra time for assignments, as well as tests? She certainly qualifies for some accommodation, but where is the line between her poor decision-making and our obligation to accommodate her?