**Student Accommodations Policy**

**Custodian of Policy:** Provost and Senior Vice President for Academic and Student Affairs

**Relevant Procedures:** Student Accommodations Procedure

**Effective Date:** December 2024

**Last Review:** Fall 2024

**Next Review:** Fall 2031

**Section 1. Purpose**

Minnesota State University Moorhead has a legal and educational obligation to provide equal access to the university’s resources, coursework, programs, and activities for all qualified individuals in compliance with federal disability law, including the Americans with Disabilities Act of 1990 (ADA), Americans with Disabilities Act Amendments Act of 2008 (ADAAA), Section 504 and Section 508 of the Rehabilitation Act of 1973 and the Minnesota Human Rights Act and the Minnesota Respond, Innovate, Succeed, and Empower (RISE) Act. These laws provide a framework for qualified individuals with a documented disability or condition to request reasonable accommodations needed to participate in a university sponsored event/program.

**Section 2. Definitions**

Reasonable Accommodation: adjustments or modifications that enable a qualified individual with a documented disability/condition to participate as fully as possible in an educational program or public event.  A reasonable accommodation is any change to an educational program, a public environment, or the way things are customarily done that allows an individual with a disability/condition to experience equal access to opportunities available to other individuals in the academic or university environment. Reasonable accommodations may include changes to activities, programs, coursework, and events, so long as it does not fundamentally alter academic requirements that are essential to the academic program, practice, course, or standard of instruction, cause harm to any individual, or result in undue financial or administrative burden/hardship on the institution.

Academic Standards (Rigor): An institution is not required to lower academic standards quality or production standards to make an accommodation; nor is an employer obligated to provide personal use items such as glasses or hearing aids. This includes the comprehensive set of learning objectives and demonstrated student learning outcomes a college or university affixes to its courses and programs of study.

Personal Services: Are distinguished from reasonable accommodations and are not provided by Minnesota State University Moorhead, but the student may choose to acquire and use such services, (i.e., individual assistants or coaches).

Undue Burden/Hardship: An action requiring significant difficulty or expense when considering several factors, including the nature and cost of the accommodation in relation to the size, resources, nature, and structure of the institution.

Fundamental alteration: A change that is so significant that it alters the essential nature of the program, services, facilities, privileges, advantages, activities, or accommodations offered.

**Section 3. Policy**

A. Minnesota State University Moorhead commits to creating equitable and inclusive learning environments and will provide reasonable accommodations to qualified students ensuring that we meet (at a minimum) and exceed, in all cases possible, the standards set forth in applicable state and federal laws, regulations, and guidelines.

The Director of Accessibility Resources is responsible for the oversight and administration of this policy including associated audits, training, moderation of processes, and collaboration with appropriate departments for the development of resources.

**Section 4. Authority**

This policy is issued pursuant to the authority granted the [Americans with Disability Act](https://www.ada.gov/pubs/adastatute08.htm) [of 1990 (ADA)](https://www.ada.gov/pubs/adastatute08.htm); [Sections 504 and 508 of the Rehabilitation Act](https://www.eeoc.gov/statutes/rehabilitation-act-1973); [WCAG 2.0 Level](https://www.w3.org/TR/WCAG20/) [AA](https://www.w3.org/TR/WCAG20/); [MN Statutes 16E.03](https://www.revisor.mn.gov/statutes/cite/16E.03); [MN Statutes 363A.42](https://www.revisor.mn.gov/statutes/cite/363A.42); [MN Statutes 363A.43](https://www.revisor.mn.gov/statutes/cite/363A.43); [MN Statutes 135A.163](https://www.revisor.mn.gov/laws/2024/0/124/laws.2.9.0#laws.2.9.0) RISE Act; [State of](https://mn.gov/mnit/assets/Stnd_State_Accessibility_tcm38-61585.pdf) [Minnesota Accessibility Standard](https://mn.gov/mnit/assets/Stnd_State_Accessibility_tcm38-61585.pdf); [Minnesota Human Rights Act MN Statute 363A](https://www.revisor.mn.gov/statutes/cite/363A); the [21st Century Communications and Accessibility Act (CVAA) Pub. L. 111-260](https://www.congress.gov/111/plaws/publ260/PLAW-111publ260.pdf); and [Minnesota State Policy 1B.4](https://www.minnstate.edu/board/policy/1b04.html) Access and Accommodation for Individuals with Disabilities; [The Architectural Barriers Act of 1968](https://www.dol.gov/agencies/oasam/centers-offices/civil-rights-center/dlms2-0600). Other authority may also apply.

**Section 5. Effective Date**

This University policy shall become effective upon signature by the President and shall remain in effect until modified or expressly revoked.

**Section 6. Responsibility**

The President or designee is responsible for the implementation of this policy, but delegates to the Director of Accessibility Resources the administration of this policy including associated audits, training, moderation of processes, and collaboration with appropriate departments for the development of resources.

**Section 7. Review**

This policy shall be reviewed every seven years, or as needed.

**Section 8. Signature**

Issued on this date: Month, Date, Year

**President**

Date of Implementation: xx/xx/xx