The University of Tulsa
504/ADA Accommodation Policy for Students with Disabilities
(Revised and approved July 2019)

A. The University of Tulsa is committed to providing equal access for all students to its programs and services, including the equality of opportunity to be competitive in academic endeavors. Effective and efficient implementation of this commitment requires the cooperation of all of the University’s offices, departments, and personnel as well as appropriate utilization by students of the University’s services, depending on their particular situations and needs.

B. Admission requirements for students with disabilities are the same as for all other students. Reasonable accommodations will be made upon proof of disability and need for the accommodation. However, students attending the University of Tulsa must be otherwise qualified to attend and participate in its academic programs. Accommodations for students with disabilities are meant to equalize educational opportunities, but do not guarantee success or level of academic achievement. Therefore, in addition to the specific accommodations provided, the University encourages utilization of auxiliary services available to all students to maximize opportunities for success.

C. Individuals with disabilities are guaranteed certain protections and the right to accommodation based upon documentation. The documentation must indicate that the disability substantially limits a major life activity and must address the academic impact. Students with disabilities who seek accommodations must complete an “Application for Disability Services” form. Students are encouraged to submit this application before the academic term for which the accommodation is requested. Accommodations may be made during the term upon late submission of the form, but will not serve to alter prior grading or academic status. Documentation must be appropriate and justify a need for the accommodation by addressing the functional limitations created by the disability and must be applicable to the request for accommodation. Requests for curricular changes (e.g., course substitutions) may require more extensive justification for academic adjustments. Determination of eligibility and approval or change of accommodations will be made by the 504/ADA Coordinator or designee. No other office or university personnel has authority to approve an accommodation for a student. The University may provide alternative reasonable accommodations rather than the specific accommodation requested by the student, and not all requested accommodations will necessarily be approved. Appropriate modifications of accommodations will be determined on a case-by-case basis and will not necessarily incorporate all requested changes. Requests must be submitted in writing utilizing the Request for Change in Accommodations form. A more thorough explanation of the requirements for documentation is available on the University of Tulsa website or from the Center for Student Academic Success. Written permission must be granted for review of the documentation directly with the responsible professional and/or other appropriate University officials in order to clarify or better understand how to best accommodate the specific disability without compromising academic performance standards or graduation requirements.

D. Some accommodations provided at the secondary school level are not appropriate at the collegiate level, and students must prepare accordingly. Students may wish to provide information about past accommodations to assist in the accommodation request process, and documents such as IEPs and 504 plans may be appropriate documentation in some circumstances. However, the Americans with Disabilities Act, including its amendments, focuses on providing access, not guaranteeing success. The University of Tulsa will provide full access to educational programs and opportunities. The University may provide alternative reasonable accommodations rather than the specific accommodation requested by the student and not all requested accommodations will necessarily be approved. The institution is not required to fundamentally alter its programs in order to accommodate students.

E. Temporary accommodations may be available while the University engages in an interactive process to determine whether ongoing accommodation is appropriate and, if so, which reasonable accommodations are needed; any temporary arrangements do not reflect a determination that ongoing accommodation will be granted and/or which reasonable accommodations are appropriate, and do not create an obligation on the part of the University to continue accommodation. Students who are approved for temporary arrangements for temporary health conditions are only allowed to use those arrangements for a limited time. To get full permanent accommodations, students must have a disability as defined under the Americans with Disabilities Act and Amendments.

F. Within 20 working days, based on the university work calendar, of receiving the written request and all pertinent documents, a written response will be issued. To avoid delay due to multiple requests made at the beginning of each term, students requesting accommodations (including any changes) are encouraged to submit all documentation no later than one month prior to the beginning of the term for which the accommodations are requested. When the student is found eligible for services, the student must meet with a staff member for discussion about accommodations and to review rights and responsibilities. Faculty and other personnel are to provide accommodations only according to the official written accommodation statement. This document will not cover accommodations for a student as an employee; accommodations in the workplace must be separately requested through the Office of Human Resources.

G. It is the responsibility of the student who requests accommodations to provide the following, as applicable:

- Documentation prepared by appropriately certified personnel qualified to diagnose disabilities; including, but not limited
to those certified or licensed as physician, educational diagnostician, learning disability specialist, or psychologist.

- Documentation of the testing procedures followed, the instruments used to assess the disability, the test results, and the interpretation of the results. Diagnosis of some disorders must meet specific criteria, for example, the diagnosis of Learning Disabilities, Attention Deficit and Hyperactivity Disorder or similar conditions. Contact the 504/ADA Coordinator for more information.
- Documentation specifying recommended academic accommodations, which will be taken into consideration when identifying reasonable academic adjustments.
- Documentation reflecting the individual’s present achievement level. This must be as comprehensive as possible, and to be in the student’s best interests, must usually be dated no more than three years prior to the student’s request for services.
- Documentation including test results for at least the following characteristics: intelligence, vocabulary, reading rate, reading comprehension, spelling, mathematical comprehension, memory, and processing skills, which are required for most disabilities involving intellectual functioning.
- Additional testing results or additional appropriate documentation of the disability as determined by the 504/ADA Coordinator.

Documentation should be sent directly from the service provider to the Center for Academic Success.

H. All information submitted concerning the disability is confidential and will be released to instructors or others only with written consent from the student or in compliance with legal requirements.

I. Students needing auxiliary services, such as readers, interpreters, or note takers, etc. should discuss these needs with the 504/ADA Coordinator or designee. In addition to discussing appropriate education modification, the 504/ADA Coordinator or designee will serve as a liaison with university faculty and administration on behalf of students with disabilities, including the Office of Human Resources for those students who are also employees and in need of accommodation in the workplace.

J. Students who request accommodation and who believe that the accommodations have been impermissibly denied, or who believe that they have been discriminated against on the basis of their disability, should bring this matter to the 504/ADA Coordinator. If the 504/ADA Coordinator is unable to resolve the matter informally or if the student is unsatisfied with the resolution, the student should refer to the ADA/504 Grievance and Appeal Policy which is available on the University website or in the Center for Student Academic Success.

K. Students with documented disabilities that warrant the adjustment of carrying less than a full-time course load can be determined eligible for full-time student status. In such cases, the student must provide documentation of need for a reduced course load, which will be submitted to the 504/ADA Coordinator for consideration. Accommodations for a reduced course load must be reconsidered each semester and may require additional documentation. Students should check as needed with appropriate departments regarding eligibility requirements such as Financial Aid, Athletics, internship placements, etc.

L. Accommodations for off-campus placement, such as internships, study abroad or other experiential programs may be subject to limitations beyond the control of the university. Students seeking accommodations for such off-campus programs should do so as far in advance as possible, so that the 504/ADA Coordinator or designee can attempt to work with the off-campus site in the best interest of the student's educational opportunity.

M. Students with documented disabilities will be allowed to enroll prior to the regular enrollment date. Additionally, students with disabilities are encouraged to take advantage of the following related services available to all students at the university through the Center for Student Academic Success:
- Free tutoring
- Individual, confidential conferences about individual concerns
- General study skills, time management, and goal setting assistance
- Referral to qualified resources for diagnostic evaluation of learning disabilities at the student’s expense
- Academic success coaching and individualized assistance for improving study strategies
- Psychological support through referrals to the Office of Counseling and Psychological Services

N. The University of Tulsa does not offer students with disabilities the following:
- Special classes
- Special Tutorial Program
- A reduced standard for academic performance
- Exemption to graduation requirements
- Credit for effort in place of demonstrated competence in course or subject content
- A substantial change or alteration in the course of study

O. Students’ responsibilities are further delineated in Rights and Responsibilities of Students Using Accommodations Policy,
which is available online and through the Center for Student Academic Success.

P. Physical Disabilities and Temporary Injuries/Ailments
Students wishing to discuss the availability of services for people who have physical disabilities or temporary injuries/ailments, or who wish to identify barrier problems should contact the 504/ADA Coordinator:

For Further Information Contact
Tawny Rigsby, Ph.D.
Director and 504/ADA Coordinator
Center for Student Academic Success
2nd Floor, Hardesty Hall
800 South Tucker Drive
Tulsa, Oklahoma 74104
(918) 631-2315/TDD (918) 631-3329
504/ADA Grievance and Appeal Policy for Students at the University of Tulsa

General Procedures

The University of Tulsa is committed to providing equal access for all students to its programs and services, including the equality of opportunity to be competitive in academic endeavors. Effective and efficient implementation of this commitment requires the cooperation of all of the University’s offices, departments, and personnel as well as appropriate utilization by the students of the University’s services, depending on their particular situations and needs. The following grievance and appeal procedures are available to students who believe they have been discriminated against on the basis of their disability.

ADA Student Grievance Procedures

The University of Tulsa has adopted an internal grievance procedure for prompt and equitable resolution of complaints alleging any actions prohibited by Section 504 of the Rehabilitation Act of 1973 or the Americans with Disabilities Act. Students who request accommodations and believe that the accommodations have been impermissibly denied, or who believe that they have been discriminated against on the basis of their disability, should direct all complaints, except those against the ADA/504 Coordinator, to:

ADA/504 Coordinator
Center for Student Academic Success
2nd Floor, Hardesty Hall
The University of Tulsa
800 South Tucker Drive
Tulsa, OK 74104-3189
(918) 631-2315
(918) 631-3329

ADA Student Appeal Procedures

All appeals from decisions made by the ADA/504 Coordinator, and any complaints filed against the ADA/504 Coordinator, should be addressed to:

Office of the Provost
Collins Hall
The University of Tulsa
800 South Tucker Drive
Tulsa, OK 74104-3189
(918) 631-2359

Requirements for Grievances and Appeals

The following will apply in grievance and appeal cases:

1. All complaints and appeals must be submitted in writing. They should include as much detail about the incident as possible and must include the name and address of the person submitting the complaint it, the individual(s) alleged to have engaged in the conduct at issue, any witnesses, and the alleged violation. Those submitting complaints are encouraged to include any substantiating documentation in their possession.

2. All complaints and appeals should be filed within thirty (30) days after the complainant becomes aware of the alleged violation or grounds for appeal.
3. All complaints and appeals will be thoroughly investigated, affording all interested persons notice, the opportunity to be heard, and the opportunity to submit evidence relevant to the complaint or appeal.

4. Decisions in response to complaints and appeals will be issued promptly and within a reasonable time after receipt of all documents related to the complaint or appeal.

5. The Center for Student Academic Success will maintain the records relating to the complaint and appeals submitted.

6. The decision of the Provost or the Provost’s designee shall be final and is not subject to further review.

7. Accommodations are available to students with disabilities that impact their participation in the grievance process. Requests for such accommodations should be submitted to the Center for Student Academic Success.