



Accessibility for Persons with Disabilities

Purpose

This policy sets forth the commitment of Stephen F. Austin State University (SFASU) to provide equal opportunities and access to qualified employees, students, applicants, or other members of the campus community with disabilities who access services, programs or activities of SFASU, with reasonable accommodations as necessary, in accordance with state and federal laws and regulations.

Persons Affected

This policy applies to all qualified SFASU employees, students, applicants, and other beneficiaries of the programs, services, and activities of SFASU.

Policy

Stephen F. Austin State University does not discriminate on the basis of disability in admission to, access to, or operations of its programs, services or activities, including hiring or employment practices.

The university is committed to providing equal opportunities in higher education to academically qualified students with disabilities who demonstrate a reasonable expectation of college success. Students with disabilities who attend SFA will be provided the same opportunity to actively engage in campus activities as all other students, to the extent reasonably possible. The university shares responsibility with the student for modifying campus facilities and programs to meet the individual needs of the student.

Procedures

Compliance with Section 504 of the Rehabilitation Act of 1973, as amended, and the Americans with Disabilities Act, as amended, is coordinated through the Office of Disability Services. Unit heads have primary responsibility for providing access to programs and activities in their respective divisions and for seeking assistance to ensure physical access to the facilities in which those programs are offered. Disability services works directly with students with disabilities, individual faculty members, and academic departments in the provision of classroom accommodations, and assists other university departments in providing access and coordinating accommodations for programs, activities and services offered by the university outside the classroom.

SFA will make reasonable workplace accommodations for any employee having a known physical or mental impairment. Requests for workplace accommodations are submitted to the director of human resources, who reviews and recommends reasonable workplace accommodations on a case-by-case basis.

Requests for housing accommodations for students with disabilities are submitted to the residence



life department, which makes housing assignments based on individual need with assistance from disability services and a review committee if needed.

Requests for specific persons to provide academic accommodations will be given consideration based upon the requested person's employment qualifications and ability to satisfy uniform quality assurance standards. Persons who are involved in an ongoing relationship with, or are related within the second degree of affinity or the third degree of consanguinity to the student or employee with a disability, as defined by SFA HOP 03-208 Nepotism, may not receive compensation for providing services to that particular student or employee.

For specific information regarding provision of academic assistance, refer to SFA HOP 04-101 Academic Accommodation of Students with Disabilities.

For specific information regarding resolution of disagreements, refer to SFA HOP 04-105 Appeal Procedure Relating to the Provision of Accommodations for Students with Disabilities.

For specific information about workplace accommodations, refer to SFA HOP 03-307 Reasonable Workplace Accommodations.

For information regarding discrimination or harassment, refer to SFA HOP 01-305 Nondiscrimination.

For information on the use of service animals refer to SFA HOP 05-401 Animals on Campus.

Related Statutes or Regulations, Rules, Policies, or Standards

Section 504 of the Rehabilitation Act of 1973, Pub. L. 93-112 (29 U.S.C. 701 et seq.)
Americans with Disabilities Act of 1990, Pub. L. 101-336 (42 U.S.C. 12101 et seq.) as amended
by the ADA Amendments Act of 2008, Pub. L. No. 110-325, 122 Stat. 3553.

SFA HOP 01-305 Nondiscrimination

SFA HOP 04-104 Appeal Procedure Relating to the Provision of Accommodations for Students
with Disabilities

SFA HOP 04-101 Academic Accommodation of Students with Disabilities

SFA HOP 03-307 Reasonable Workplace Accommodation for Disabilities

SFA HOP 05-401 Animals on Campus

Responsible Executive

Director of Disability Services

Forms

None

Revision History



**STEPHEN F. AUSTIN
STATE UNIVERSITY**

Handbook of
Operating Procedures

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