

Accommodation of Students with Disabilities

Policy Number: 607

Categorized: [Student Services](#)

Responsible Office: Director, Disability Support Services and AVP for Student Supports

Subject: Policy and procedure for providing reasonable accommodation to qualified students with disabilities

Related Policies: [Equal Opportunity and Non-Discrimination](#)

Procedures: [607P](#)

Additional Information: [Disability Support Services](#)

Effective Date:

Last Reviewed Date: 04/27/2021

1. Scope

This policy applies to all qualified student with disabilities who wish to request reasonable accommodation for their disabilities.

2. Policy Statement

NOVA is committed to ensuring all academically qualified students have an opportunity to pursue a college education regardless of the presence or absence of a disability. NOVA makes reasonable accommodations in providing course, program and building modification, and/or auxiliary aids and services in compliance with Section 504 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act Amendments Act (ADAAA) of 2008. The College is not required to provide any aid or service that would result in a fundamental alteration to the nature of the program.

Students, faculty, and staff are required to utilize this policy and its procedures in order to request, authorize, and/or implement reasonable accommodations. The college shall analyze each request on a case-by-case basis. Accommodation requests and services are not retroactive.

3. Definitions

Accommodation: an adjustment or modification in the academic environment that enables an individual to enjoy equal access to the College's programs, services or activities, including auxiliary aids and services. Examples of accommodations are: note takers, recording devices, sign language interpreters, extended time for testing, screen-reading, voice recognition, or other adaptive software or hardware.

Disability:

- a. Any physical or mental impairment that substantially limits one or more major life activities; or
- b. Having a record of such an impairment; or
- c. Being regarded as having such impairment.

Fundamental Alteration: In evaluating whether the requested program modifications would require substantial program alteration or would fundamentally alter academic standards or programs, the College considers the underlying academic reasons for the program components, the academic standards institutionalized in the program, how the challenged components are consistent with the program standards, and how the requested accommodations would be inconsistent with the academic goals and standards of the program.

Major life activities: functions such as caring for oneself, performing manual tasks, walking, seeing, hearing, speaking, breathing, learning, working, and experiencing leisure.

Qualified Student with a Disability: a student who, with or without accommodations, meets the academic and technical standards for admission to or participation in the education program or activity requested.

Substantially limits: when one is unable to perform a major life activity that the average person can perform; or when one is significantly restricted in the manner or duration under which one can perform a particular major life activity as compared to the average person.

4. Procedures

See [607P](#).

5. Authority

[Americans with Disabilities Act of 1990 and ADA Amendments Act of 2008](#)

VCCS Policy 5.6.5.0.1 Substitution of requirements for students with documented disabilities

VCCS Policy 6.0.1 General Admission to the VCCS Colleges

VCCS Policy 6.0.4 Students with Documented Disabilities