

Missouri Western State University
Accessibility Resource Center
Eder Hall, Suite 203
4525 Downs Drive
St. Joseph, MO 64507
(816) 271-4327
arc@missouriwestern.edu

DISABILITY DISCLOSURE AND ACCOMMODATION REQUEST FORM (updated 4/10/2019)

Students with disabilities are not required to disclose to the University that they have a disability unless they are seeking protection from discrimination. If a student has previously encountered barriers in the K-12 environment that prevented them from having equal access to the same opportunities available to their peers, they will likely encounter similar barriers in the post-secondary (collegiate) environment as well. In this context, a *barrier* can be anything from actual physical barriers to policies and procedures that exclude students with disabilities and prevents them from fully participating in all of the academic and co-curricular (outside the classroom) programs, services and activities the University has to offer. Under the Rehabilitation Act, Americans with Disabilities Act, Americans with Disabilities Act Amendments Act and other applicable anti-discrimination laws, publicly funded universities (like MWSU) are required to take reasonable steps to provide accommodations in order to remove such barriers. An accommodation is considered reasonable if it does not cause an undue financial or administrative burden to the University and does not cause a fundamental change in the nature of the program being accommodated. Students who become diagnosed with a disability after graduating from high school are welcome to explore accommodation options as well. This form will need to be completed and submitted to the Accessibility Resource Center before accommodations can be put in place. Please keep in mind that accommodations are not applied retroactively.

Once we have the necessary documentation on file, we will schedule a meeting with the student in order to engage in an interactive process where the student can share their experiences and discuss accommodations that have been effective in the past. This is an important step toward providing accommodations that are both reasonable and effective. The student knows better than anyone else how the post-secondary environment is going to impact them as a student with a disability. Throughout the time the student is enrolled at MWSU, they will have the opportunity to request additional or alternative accommodations. Each request for accommodations may require additional documentation. As with everything we do, this will be determined on a case by case basis.

MWSU Diversity Statement

As a student-centered learning community, Missouri Western is dedicated to inclusion and the promotion of diversity as essential to our mission as a public university. This commitment contributes to transforming lives and demonstrates our values of freedom, respect and courage.

MWSU Non-discrimination/Equal Opportunity Policy

Missouri Western State University actively follows a policy of nondiscrimination in regard to age, race, color, religion, sex, sexual orientation, gender identity or expression, marital status, pregnancy or parental status, national origin, veteran status, genetic information, disability, and all other legally protected classes. This policy applies to educational programs and activities including athletics, instruction, grading, awarding of student financial aid, recruitment, admission, employment, housing, placement and retention of students, faculty and staff. Missouri Western State University pledges continued compliance with all relevant state and federal laws and cooperation with governmental organizations in ensuring equal employment and educational opportunity.

*This letter and the attached forms can be provided in accessible formats upon request.

THIS SECTION TO BE COMPLETED BY THE STUDENT

By submitting this form, you are making a voluntary disclosure to the University that you are a student with a disability seeking accommodations. The information you provide will be kept confidential but there may be a need to share this information with other University personnel in order to provide accommodations.

Name of student making voluntary disability disclosure:

Today's Date:

Are you currently enrolled at MWSU? Yes No

MWSU Student Identification Number: G

MWSU Email Address:

If you are not currently enrolled at MWSU, when will be your first semester of attendance?

What is your diagnosis?

What were the barriers in the K-12 environment that prevented you from having equal access to the same opportunities available to your peers?

What are the barriers at MWSU that are preventing you from having equal access to the same opportunities available to your peers?

What accommodations do you think will be needed to remove the barriers you listed above?

THIS SECTION TO BE COMPLETED BY THE PROFESSIONAL MAKING THE DIAGNOSIS

The person presenting this form is considering attending (or is currently attending) Missouri Western State University and is seeking protection from discrimination under the Americans with Disabilities Act and other applicable anti-discrimination laws. Please provide the information requested below.

Name of professional making the diagnosis:

Professional credentials of the person making this diagnosis (DO, MD, PhD, etc.):

Student's Diagnosis:

In your professional opinion, does the diagnosis listed above rise to the level of being considered a disability as currently defined by the Americans with Disabilities Act Amendments Act of 2008? (See below for the current legal definition of disability.)

Yes, this student's diagnosis meets the criteria outlined below to be defined as a disability.

No, this student's diagnosis does not meet the criteria outlined below to be defined as a disability.

Based on your professional judgement, what barriers will this student encounter on the typical college campus or online environment that will prevent them from having equal access to the same opportunities available to their peers?

May we contact you if we have further questions? Yes No

Does this student have a signed Release of Information form on file in your office? Yes No

Your email address:

Your phone number:

Thank you for helping us understand how we can create a more accessible and inclusive environment for this student

Definition of Disability

(1) Disability

The term "disability" means, with respect to an individual

(A) a physical or mental impairment that substantially limits one or more major life activities of such individual;

(B) a record of such an impairment; or

(C) being regarded as having such an impairment (as described in paragraph (3)).

(2) Major Life Activities

(A) In general

For purposes of paragraph (1), major life activities include, but are not limited to, caring for oneself, performing manual tasks, seeing, hearing, eating, sleeping, walking, standing, lifting, bending, speaking, breathing, learning, reading, concentrating, thinking, communicating, and working.

(B) Major bodily functions

For purposes of paragraph (1), a major life activity also includes the operation of a major bodily function, including but not limited to, functions of the immune system, normal cell growth, digestive, bowel, bladder, neurological, brain, respiratory, circulatory, endocrine, and reproductive functions.

(3) Regarded as having such an impairment

For purposes of paragraph (1)(C):

(A) An individual meets the requirement of "being regarded as having such an impairment" if the individual establishes that he or she has been subjected to an action prohibited under this chapter because of an actual or perceived physical or mental impairment whether or not the impairment limits or is perceived to limit a major life activity.

(B) Paragraph (1)(C) shall not apply to impairments that are transitory and minor. A transitory impairment is an impairment with an actual or expected duration of 6 months or less.

(4) Rules of construction regarding the definition of disability

The definition of "disability" in paragraph (1) shall be construed in accordance with the following:

(A) The definition of disability in this chapter shall be construed in favor of broad coverage of individuals under this chapter, to the maximum extent permitted by the terms of this chapter.

(B) The term "substantially limits" shall be interpreted consistently with the findings and purposes of the ADA Amendments Act of 2008.

(C) An impairment that substantially limits one major life activity need not limit other major life activities in order to be considered a disability.

(D) An impairment that is episodic or in remission is a disability if it would substantially limit a major life activity when active.

(E)

(i) The determination of whether an impairment substantially limits a major life activity shall be made without regard to the ameliorative effects of mitigating measures such as

(I) medication, medical supplies, equipment, or appliances, low-vision devices (which do not include ordinary eyeglasses or contact lenses), prosthetics including limbs and devices, hearing aids and cochlear implants or other implantable hearing devices, mobility devices, or oxygen therapy equipment and supplies;

(II) use of assistive technology;

(III) reasonable accommodations or auxiliary aids or services; or

(IV) learned behavioral or adaptive neurological modifications.

(ii) The ameliorative effects of the mitigating measures of ordinary eyeglasses or contact lenses shall be considered in determining whether an impairment substantially limits a major life activity.

(iii) As used in this subparagraph

(I) the term "ordinary eyeglasses or contact lenses" means lenses that are intended to fully correct visual acuity or eliminate refractive error; and

(II) the term "low-vision devices" means devices that magnify, enhance, or otherwise augment a visual image.

Source: <https://www.ada.gov/pubs/adastatute08.htm#12102>
