Agenda

• About AccessAbility Services
• How we intersect
• Resources
About AccessAbility Services

The Duty to Accommodate:

Post-secondary Institutions “must ensure that their facilities and services are accessible, that appropriate, effective and dignified accommodation processes are in place, and that students who require accommodations because of their disabilities are accommodated to the point of undue hardship…Educators at the post-secondary level are responsible for participating in the accommodation process….“ (OHRC, 2016)
AccessAbility Services works in partnership with the university’s administrators, faculty, and staff to achieve our legal mandate.

We achieve this by designing and implementing accommodations that supports a student’s right to access, and participate in, a chosen field or program.
About AccessAbility Services

Mandate:
• Collect & Evaluate Documentation to ensure validity and to understand impacts on academic demands
• Develop Individualized AccessAbility Plans and facilitate student accommodations
• Support the Instructor-Student Relationship

Accountable for:
• Supporting the instructor’s/department’s duty to accommodate
• Balancing academic integrity with human rights
• Identifying legal risks
How we intersect

- Consult on whether accommodations are reasonable
- Accommodation disputes/Non-compliance
- Complex cases
- Retroactive accommodations
- Deferrals
- Return to school planning
- Trends related to disability
- Questions re: Human rights legislation related to students with disabilities
Resources

• https://uwaterloo.ca/accessability-services/
  Faculty Tab
  • Exam Process
  • Accommodations
  • Accessibility Tips
  • Accommodation Resource for Instructors
  • Tips and Scripts for Supporting Students with Disabilities in the Classroom or Lab
  • Roles and Responsibilities