

Policy History
Policy No. ST14
Approving Jurisdiction: President
Administrative Responsibility: Vice President Students
Effective Date: September 3, 2024

Academic Accommodations for Students with Disabilities Policy

A. CONTEXT AND PURPOSE

This policy outlines the scope, principles, and responsibilities for creating and implementing academic accommodations for students experiencing disabilities who seek support from Accessibility Services for course, program, and other academic-related activities offered by Kwantlen Polytechnic University (referred to as ‘the University’).

This policy is framed by the *British Columbia Human Rights Code* and other relevant legislation, including the *Accessible British Columbia Act*.

The Government of Canada’s (2013) definition of ‘disability’ is used for the purposes of this policy.

This policy is intended to reflect the social model of disability and as such, indicates the commitment of Accessibility Services in working, and canvassing solutions, with key accessibility partners at KPU to realize this commitment.

B. SCOPE AND LIMITS

This policy applies to:

1. Students who have, or are experiencing, disabilities and who are in the process of applying to the University or are registered in University programs and course-related activities; and
2. Employees with respect to the responsibility to accommodate students covered by this policy.

C. STATEMENT OF POLICY PRINCIPLES

The University recognizes that all students deserve a welcoming, accessible, inclusive, and respectful educational experience. As an institution, the University acknowledges its moral and legal duty to accommodate students experiencing disabilities.

1. The University's Rights and Responsibilities

a. Legal requirements

- 1) The University has a responsibility to remain updated on applicable accessibility legislation and ensure institutional policies, procedures, and practices align with relevant laws, standards, and best practices;
- 2) The University has a responsibility to carry out the obligations set out in this policy in a manner consistent with the British Columbia Human Rights Code, the Accessible British Columbia Act, other applicable legislation, and relevant University policies;
- 3) The University has a responsibility to provide reasonable academic accommodation, up to the point of undue hardship, with attention to academic standards, cost, health and safety, and the rights of other students and employees; and
- 4) The University has a responsibility to respect the privacy and confidentiality of students' disability-related information in accordance with the Freedom of Information and Protection of Privacy Act, and applicable institutional policies.

b. Principles and Ethics of Academic Accommodations

Academic accommodations are developed collaboratively with students through meaningful discussions. A student could be someone making inquiries about studying at the university, someone actively pursuing an application, or someone enrolled in credit or non-credit programming. The University has a responsibility to:

- 1) Ensure full student participation in the accommodation process;
- 2) Provide information regarding consent to the student and ensure full informed consent is provided by the student when third parties are consulted as part of the accommodation process;
- 3) Provide information and guidance to students and employees regarding academic accommodations, and relevant University policies and procedures;
- 4) For new and continuing students who are experiencing disabilities, Accessibility Services will invite meaningful discussions and self-reporting on students' experiences with disability. These discussions may encompass new, continuing, or provisional academic accommodations, including verifying documentation;
- 5) Provide, in a timely manner, academic accommodation that respects the student's dignity, recognizes the whole person, and best promotes inclusion, integration, and full, meaningful participation;
- 6) Recognize the distinct and unique intersectional needs of its diverse students seeking academic accommodations and their experiences throughout the process;

- 7) Collaborate with key parties across the University to implement academic accommodations to meet the needs of students; and
- 8) Respond to concerns raised by students served by Accessibility Services in a solution focused, time sensitive manner.

2. Student's Rights and Responsibilities

a. Students have a responsibility to:

- 1) Inform Accessibility Services of their need for academic accommodation in a timely manner to ensure ample time for employees to review, consider, develop, and implement academic accommodations. Timelines are outlined in the ST14 Academic Accommodations Procedures document;
- 2) Meaningfully participate and collaborate in the academic accommodation process;
- 3) Provide sufficient documentation to support the request for academic accommodation;
- 4) Meet admissions requirements, course prerequisites, and academic standards;
- 5) Provide consent for third parties to disclose relevant personal information to Accessibility Services, and for Accessibility Services to disclose relevant information to third parties, if required, as part of the academic accommodation planning process;
- 6) Be aware that consultation with third parties may be undertaken when determining academic accommodations for off-campus learning experiences delivered by third parties;
- 7) Inform Accessibility Services as soon as possible if the academic accommodation plan needs to be reviewed or modified, or if academic accommodation is no longer needed;
- 8) Understand that unless periodic absences and alterations to class participation are part of an academic accommodation plan, an academic accommodation or resource does not act in lieu of meeting class participation and attendance expectations;
- 9) Understand that the University is required to offer reasonable and appropriate academic accommodation, not perfect or preferred academic accommodation; and
- 10) Pay third party documentation costs.

D. DEFINITIONS

Refer to Section A of ST14 Academic Accommodation for Students with Disabilities Procedure for a list of definitions in support of this Policy.

E. RELATED POLICIES & LEGISLATION

The Accessible British Columbia Act

The Accessible Canada Act

B.C. Human Rights Code

Canadian Human Rights Act

Freedom of Information and Protection of Privacy Act. [RSBC 1996]

Government of Canada (2013). Federal Disability Reference Guide.

AD2 Complaints about Instruction, Services, Employees or University

AR2 Admissions

AR7 Safety and Health

AR10 Priority and Scheduling of Registration

IM4 Confidentiality

ST5 Work by Students in Vocational Programs

ST7 Student Conduct (Non-Academic)

ST11 Attendance and Participation in Courses

ST16 Work-integrated Learning

F. RELATED PROCEDURES

Refer to ST14 Academic Accommodations for Students with Disabilities