



Education Grand Rounds

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Legal and Background

- Americans with Disabilities Act As Amended
 - Americans with Disabilities – 1990
 - Amended 2008
 - Protects against discrimination
 - Provides means of ensuring equal access
 - Five Titles

Definition of Disability

- The federal definition of a disability includes a person who:
- (i) has a physical or mental impairment which substantially limits one or more of such a person's major life activities;
- (ii) has a record of such impairment, or
- (iii) is regarded as having such impairment.

(Public Law 101-336, Section 3)

Legal and Background

- Section 504 of the Rehabilitation Act of 1973
 - Also anti-discrimination
 - Civil Rights Law



OU's Centralized Accommodation Model

- The Disability Resource Center is the central point-of-contact to receive all requests for reasonable accommodation and to receive all documentation required to determine disability status under law.
- DRC accommodates faculty, staff, and students on all three campuses-Norman, OUHSC, OU-Tulsa

Process for Registration

- Individual must self-identify
- Submit appropriate documentation to DRC.
- Meet with a DRC staff person (me) to discuss.
- Implement reasonable accommodations
- Revisit accommodations as needed
- Accommodation requests are made each semester for each course.

Examples of Accommodations

- Interpreter and Real Time Captioning
- Note Takers
- Alternative Testing
- Alternative Formats for Print Materials
- Adaptive Equipment
- Readers and Scribes
- Faculty Notification
- Priority Enrollment
- Talking calculators
- CCTV
- Assistive Listening Devices
- Video Telephones
- Specialized gym equipment
- Adaptive computer labs with voice synthesis, large print, speech to text, etc.
- Library Research Assistance
- Captioned Media

Instruction Policy

- **Instruction Policy:**

- 1) You are strongly encouraged to make a statement in the opening session of your class and in the class syllabus such as this one:

"Any student in this course who has a disability that may prevent them from fully demonstrating their abilities should either contact me personally or contact the Disability Resource Center as soon as possible so we can discuss accommodations necessary to ensure full participation and facilitate your educational opportunities."

- 2) Any student who responds to your announcement should be referred to the Disability Resource Center, (Goddard Health Center, Room 166, 325-3852) to make a formal request for accommodation.

Assistance Animals

- Service Animals
 - Protected under ADA
- Emotional Support Animals
 - Protected under FHA and TSA
- Therapy Animals

Fundamental Nature of Program

- Institutions do not need to provide accommodation if it fundamentally alters the nature of the program or activity
- Each program must establish those technical standards that are fundamental
- Consider the acquisition of fundamental knowledge, developing communication skills, interpreting data, integrating knowledge to establish clinical judgment, and professional behavior
- Institutional decision-not made by individual faculty members but determined by the administration and all departmental faculty members



Practical/Clinical Considerations

- Students in rotations are entitled to reasonable accommodations
- Often are different than classroom accommodations
- Regarded as hybrid of Title I (Employment) and Title II (Public Services)
- Important conversation with DRC/Department

Service Animals

- New ADA regulations 2010
- Definition
 - Only Dog under Title II and Title III
 - Individually trained to perform tasks
 - Generally allowed to accompany in all areas where the public is allowed
 - Two questions when not obvious
 - Is the dog a service animal required because of a disability
 - What work or task has the dog been trained to do
 - Consult DRC prior to excluding

The Exception

- In addition to dogs, the ADA allows for miniature horses
- Why?
 - Live longer
 - Stronger
 - Similarities to dogs

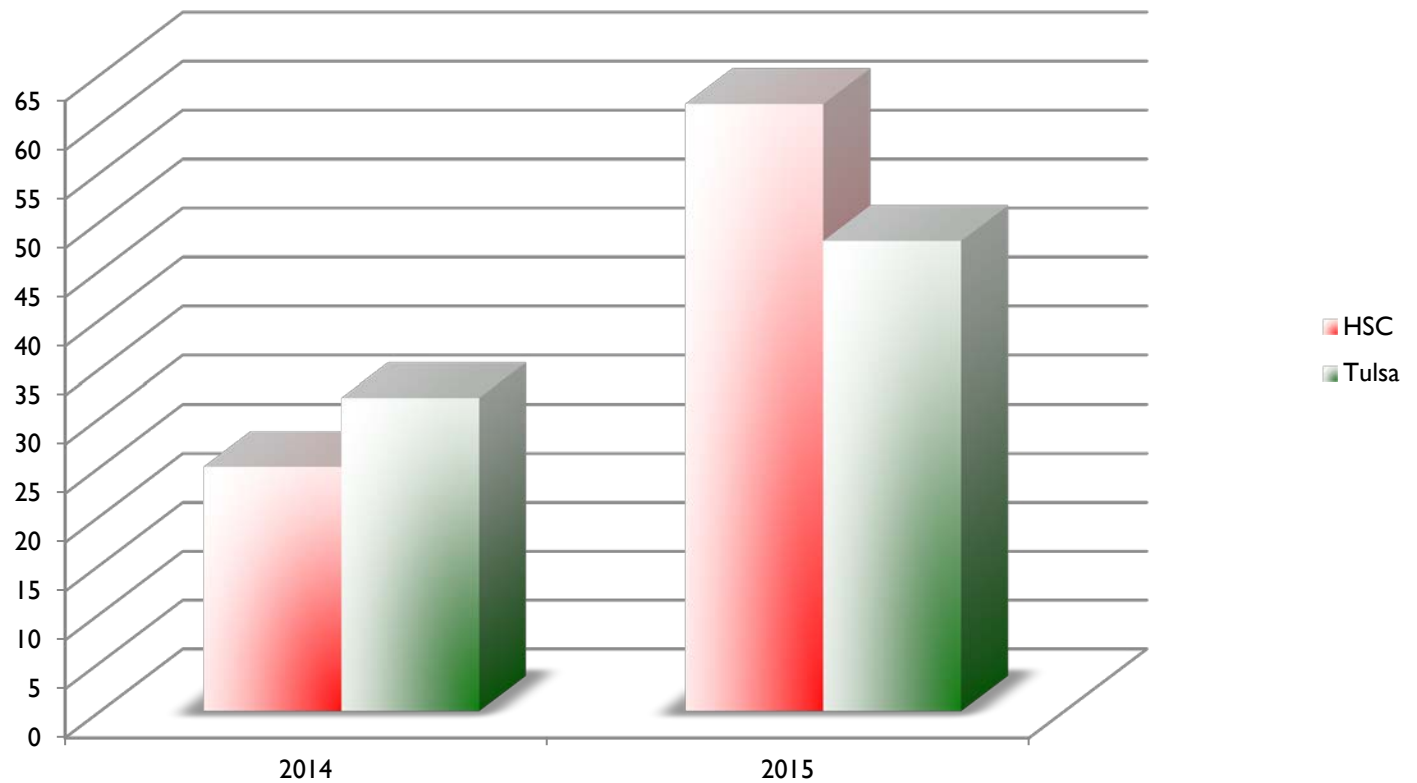
Emotional Support Animals

- Provide support and comfort
- Not covered under ADA
- FHA and TSA
 - Both protect against discrimination Waives associated fees
 - May require documentation

Differences

- Service Animal
 - Trained to perform specific tasks
 - NOT a pet
 - Example: service animal = wheelchair
- Emotional Support Animal
 - Not specifically trained
 - Prescribed by provider to assist with disability
 - Allowed in housing and transportation
 - Can be allowed as accommodation in schools and employment

Population Changes





Thank you!

I appreciate the opportunity to share information with you today. Please contact me or any member of our staff if we can provide additional consultation to you on any disability issue pertaining to faculty, staff, or students.

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