

**POLICY GROUP:** NCT 100 Student Records, Rights & Responsibilities

**POLICY TITLE:** Student Accommodations (Academic)

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### **A. Background and Definitions**

Niagara College -Toronto endorses fair and equal access to education for students with disabilities. Niagara College -Toronto's commitment to the provision of accommodation includes, when necessary, program/course accommodation and any such variety of services that will enable each student to successfully access the curriculum engaged by their program/course of choice.

A **student with disabilities** is a person who has or has had, or is believed to have had any of the following:

- a) Any degree of physical disability, infirmity, malformation or disfigurement that is caused by bodily injury, birth defect or illness and, without limiting the generality of the foregoing, includes diabetes mellitus, epilepsy, a brain injury, any degree of paralysis, amputation, lack of physical coordination, blindness or visual impediment, deafness or hearing impediment, muteness or speech impediment, or physical reliance on a guide dog or other animal, or on a wheelchair or other remedial appliance or device;
- b) A condition of mental impairment or a developmental disability;
- c) A learning disability, or a dysfunction in one or more of the processes involved in understanding or using symbols or spoken language;
- d) A mental disorder; or
- e) An injury or disability for which benefits were claimed or received under the insurance plan establish under the Workplace Safety and Insurance Act, 1997.

**Undue Hardship:** Is otherwise recognized when it can be proved objectively that in the interest of safety or cost, if deemed to be significant, the benefits of equality are outweighed. Analysis of cost and safety, as it pertains to Undue Hardship, is realized according to high standards. Assumptions or presumptions based on documented history. Unsubstantiated opinion or preferences of third parties do not constitute Undue Hardship.

### **B. Purpose**

Respectful of its obligation to students with disabilities, Niagara College-Toronto adheres, in spirit and practice, to the Ontario Human Rights Code. The College is committed to providing access to an educational environment that fosters a climate of mutual respect, fairness, dignity

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and equitable treatment, and to extend to students, opportunities to exercise their worth and potential.

Niagara College -Toronto aspires towards a shared exchange of learning. As the educational experiences of students with disabilities broaden, it is of equal importance that the general college community continues to grow in awareness and sensitivity.

### **C. Scope**

This policy applies to all Niagara College students registered and attending classes at the Niagara College – Toronto (NCT) campus.

### **D. Policy Statements**

1. Notwithstanding any disability and/or provision of accommodation, a student must be able to perform the essential requirements of a program or course when attending Niagara College – Toronto. Where a disability, prevents or interferes with the student performing the essential requirements of a program or course, thus impacting the academic integrity of the program or course, the accommodation of the disability may constitute undue hardship.
2. Students with disabilities are encouraged to self-identify with NCT’s Health, Wellness and Accessibility Services. In order to receive accommodations students are required to provide sufficient documentation to confirm their limitations and types of accommodations being requested.
3. Students are not required to disclose their disability diagnosis to register for accessibility services, accommodations and/or supports. A diagnosis will only be requested in rare circumstances such as where a person’s needs are complex, challenging or unclear and more information is needed or where the information clearly relates to the accommodation being sought. Clear justification of why a diagnosis is needed must be provided in these situations. Students may need to consent to providing a diagnosis if applying to certain federally or provincially funded bursaries or grants and privately funded external scholarships or financial awards.

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4. Responsibility to self and others is expected of all students. While the College accepts its responsibility to provide assistance and accommodations to students with disabilities, where needed, students seeking accommodations have a reciprocal responsibility to participate in the accommodation process and fulfill college expectations. All students, including those with disabilities, will be subject to the following:
  - a) Matters of discipline;
  - b) Consequences of contravening academic agreements, including when an individual agreement concerning alternate delivery or evaluation of course material between the faculty and student is broken by the student;
  - c) General expectations relating to demeanor and behaviour within the College community; and
  - d) Program and course-related academic criteria.
  
5. Health, Wellness and Accessibility Services provides the following services:
  - a) Assessment of individual needs;
  - b) Dissemination of information;
  - c) Liaison with faculty members and others, with student's consent, to coordinate assistance, especially in the areas of advocacy, academic delivery and evaluation;
  - d) Liaison with Academic Administrators, with student's consent, to inform them of accommodations made for students with disabilities in their programs or courses;
  - e) Liaison with college service providers, with student's consent, to inform them of service accommodations and needs;
  - f) Human resources aids to learning; and
  - g) Ongoing support and counselling.
  
6. It is acknowledged that students may require accommodations on an interim basis, as appropriate, and for a reasonable period of time, pending receipt of medical documentation, and confirmation of limitations and required accommodations by Health, Wellness and Accessibility Services. Students may also require temporary accommodations which will be arranged for the period of time that the limitations and/or restrictions are substantiated. Once established, interim and/or temporary accommodations are arranged on a case-by-case basis, according to documented functional limitations. In keeping with Niagara College-Toronto's obligations under, and commitments to the Ontario Human Rights Code, accommodations will be implemented as needed, short of undue hardship.

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- Any requests for retroactive accommodations will be meaningfully considered on a case-by-case basis.

**E. Related Documents**

Procedure: NCT 100 Student Accommodations

**F. Document History**

Date	Approval/Review/Key Change(s)
March 3, 2023	New