



# **Disability Support Rights and Responsibilities**

## **1. PURPOSE**

This policy establishes the disability support rights and responsibilities of students at Northern Pennsylvania Regional College (“NPRC” or the “College”) as they relate to ‘otherwise qualified’ students.

## **2. SCOPE AND APPLICABILITY**

This policy is applicable to all Academic and Workforce Development students, referenced throughout the policy as students.

## **3. REFERENCES**

- 3.1. CLDR-1310: Policy Review Schedule
- 3.2. INDX-1310: Master Policy Index
- 3.3. NPRC-9260: Student Grievance and Complaint
- 3.4. HDBK-3700: NPRC Disability Services Handbook for Students

## **4. DEFINITIONS**

- 4.1. A student is any individual enrolled in any course(s) of instruction offered by NPRC.
- 4.2. ‘Otherwise qualified’ means the student must meet the essential academic and technical standards required for admission or participation with the educational program or activity; meet the essential eligibility requirements for the college services; and meet the requirements of the College’s student code of conduct.
- 4.3. Reasonable learning accommodation is any modification or adjustment to any activity to allow equal participation in the activity by a person who has a disability.
- 4.4. Equal participation means an opportunity to attain the same level of performance or to enjoy equal benefits and privileges as are available to a similarly situated student without a disability.
- 4.5. Disability is defined through the Americans with Disabilities Act of 1990 (ADA) and Amendments Act of 2008 (ADAAA) as any medical, physical, learning, or psychological condition that substantially limits someone from one or more major life activity such as seeing, hearing, thinking, learning, and self-care.
- 4.6. An auxiliary aid is a device or service that enables effective communication for people with disabilities.

- 4.7. An undue burden is an action that would cause a significant difficulty or expense.
- 4.8. A fundamental alteration is a change that significantly alters the nature of a service, program, or activity.
- 4.9. Rights under ADA include non-discrimination, access, equality of opportunity, inclusion, and full participation in society.
- 4.10. Responsibility means the opportunity or ability to act independently and make decisions without authorization.
- 4.11. Appropriate professional refers to an individual who is licensed, certified, or otherwise credentialed to diagnose and treat a specific disability.

## **5. POLICY**

- 5.1. All ‘otherwise qualified’ individuals with disabilities at the College have the following rights:
  - 5.1.1. Equal access to courses, programs, services, jobs, activities, and facilities offered through the College;
    - 5.1.1.1 An equal opportunity to learn, and to receive reasonable accommodations, academic adjustments, and/or auxiliary aids and services (as necessary). The process for requesting accommodations is outlined in the Disability Services Handbook for Students, ‘How to Register and Request Reasonable Accommodations;’
    - 5.1.1.2 Appropriate confidentiality of all information regarding the disability, except as disclosures are required or permitted by law. Disclosures that are required or permitted by law are outlined in the Acknowledgement of Understanding form that students receive upon requesting an accommodation; and
  - 5.1.2. Information in accessible formats.
- 5.2. All ‘otherwise qualified’ individuals with disabilities at the College have the following responsibilities:
  - 5.2.1. Meet qualifications and maintain or exceed essential institutional standards for courses, programs, services, jobs, activities, and facilities;
  - 5.2.2. Identify as an individual with a disability when an accommodation is needed and to seek information, counsel, and assistance as necessary;
  - 5.2.3 Demonstrate and/or document (from an appropriate professional) how the disability limits their participation in courses, programs, services, jobs, activities, and facilities. Guidelines for documentation from an appropriate professional are outlined in NPRC-3700: Disability Services Handbook for Students, ‘Documentation Guidelines for Disability Types;’
  - 5.2.4 Convey information to instructors about awarded accommodations; and

5.2.5 Be a self-advocate.

5.3 For information on NPRC's rights and responsibilities as they relate to disability services, please reference NPRC-3700: Disability Services Handbook.

5.4 Any student who believes to have been harassed or discriminated against because of a disability by any NPRC department, faculty, or staff member working in and for the College may register a complaint and follow the complaint procedures set forth in policy NPRC-9260: Student Grievance and Complaint.

## 6. RESPONSIBILITIES AND TIMELINES

6.1 The Vice President of Enrollment and Student Services, or designee, is responsible for administration of this policy.

## 7. REVIEW STATEMENT

Review of this policy will occur in alignment with CLDR-1310: Policy Review Schedule.

## 8. SIGNATURES

*Signature on file*

*3/14/25*

\_\_\_\_\_  
Chairperson, Board of Trustees

\_\_\_\_\_  
Date

*Signature on file*

*3/14/25*

\_\_\_\_\_  
President

\_\_\_\_\_  
Date

Revision Notes: Policy in Origination