# Student Scenario

Sam is a second-year graduate student at ABC University. They are also a graduate assistant working in the University’s LGBTQ Center and active in a number of student groups on campus. Sam was initially diagnosed with ADHD in high school but has never sought accommodations through ABC University’s disability services office. This semester they had a difficult time focusing and aren’t sure what to do. Sam talks to Paul, the Director of the LGBTQ Center, and shares that they are having difficulty focusing in class and have not been retaining what they’re being taught very well. Sam notes they were diagnosed with ADHD years ago. Paul tells them to take it easy, maybe drop a class or cut back their hours at the LGBTQ Center, and it’ll get better. Sam passes their classes but is discouraged by their low grades.

The next semester Sam has a for-credit internship at a local non-profit that regularly hosts interns from ABC University. Before the start of the internship, Sam contacts the disability services office and inquires about the process for accommodations. They do not follow through and never apply for accommodations. During the internship, their supervisor, Ellen repeatedly disciplines Sam for their inattention, commenting to the Program Director that Sam is never on time and does not appear to be listening to the instructions they are given because they do not follow through on tasks. Sam contacts the disability services office again and starts the accommodation process. Sam also contacts the equity office and states that they believe they have been discriminated against because of their disability.