

Ready, Set, Accommodate! Practicing the Interactive Process as a New Professional

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Outline

- Introductions
- The Interactive Process and Core Concepts
- Case Studies
- Share Your Own Cases/Questions

Introductions

Rachel Behrmann-Fowler

- Accessibility Coordinator, Marymount University
- M.S. in Student Affairs Administration, Binghamton University
- 9 years experience working with disabled college students



Who are
you?

The Interactive Process and Core Concepts

What is the Interactive Process?

The interactive process is the means through which a disabled student and the institution work together in an ongoing way to identify and implement reasonable accommodations based on the student's disability related needs. This is accomplished through written and/or spoken interactions and is initiated by the student disclosing a disability to the institution and making a request for accommodation(s).

What is Involved?

- Students identifying themselves (usually online form)
- Student self report (form, emails, verbal conversation)
- Documentation (not always required, but can be a meaningful source of information)
- Staff engagement (usually a conversation, but not always necessary depending on individual school process)
- Meeting with university members as needed (ex. Professors, department heads, deans, Res Life etc.)

Determining Reasonable Accommodations

1. Is this a person with a disability? (disability ≠ diagnosis)
 - What is the functional limitation?
2. What is the barrier?
3. Is the barrier disability related?
4. Is the accommodation reasonable?
 - Is it reasonable in regards to the disability?
 - I.e. does the accommodation remove the disability related barrier and/or provide equitable access?
 - Is the accommodation reasonable within the academic context?
 - Fundamental alteration
 - Undue burden

1

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What is the functional limitation?

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What is the barrier?

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Is the barrier disability related?

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 - i.e. Does the accommodation remove the disability related barrier and/or provide access?
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Accommodations are NOT reasonable if they...

- Are unnecessary
- Fundamentally alter the essential elements
- Are of a personal nature
- Impose a direct threat to others
- Present an undue burden

Fundamental Alteration

A change so significant that it alters the essential nature of the program or activity

- Lowers essential academic standards
- Removes an essential skill
- Damages continuity or scaffolding

Undue Burden

- Two types
 - Administrative
 - Financial
- Must be...
 - Extensive
 - Substantial
 - Disruptive
- High standard

Questions?

Why is the Interactive Process Important?



Think



Pair



Share

Case Studies

Case Study Information

- To emulate the experience of not having all information you may need at the beginning of the accommodation determination process, case studies will be provided live during the session.
- Case study information will be provided on the presentation screen, and will also be available in paper format and for digital download to promote accessibility.
- If an attendee requires early access to the case study information to ensure accessibility, please email rbehrman@marymount.edu.

Session Evaluation

tiny.cc/8zu1101

Thank you for attending!

Your feedback helps shape future programming.

