

## ADA Accommodations Request Policy and Procedures

### Purpose

Associates in Emergency Care (“AEC”) is committed to providing equal opportunity and reasonable accommodations to applicants with disabilities. To that end, AEC strictly complies with the Americans with Disabilities Act (“ADA”) and all other applicable federal, state, and local laws regarding disability discrimination and accommodations.

AEC’s Accommodations Request Policy and Procedures (“Policy”) outlines its policies and procedures for requesting and providing reasonable accommodations to students with disabilities in educational programs. The purpose of the Policy is to ensure that all applicants to AEC programs and/or students have equal access to educational opportunities and can participate fully in all aspects of the program .

### Definitions

- Reasonable Accommodation: A modification or adjustment to an educational program, service, or activity that enables a student with a disability to participate fully and effectively in the program, service, or activity.
- Disability: A physical or mental impairment that substantially limits one or more major life activities, including learning.
- Educational program: A program operated by an educational institution, including early childhood education programs, elementary and secondary education programs, institutions of vocational education, institutions of higher education, and adult education programs.

### Eligibility

Any applicant to an AEC program and/or current student with a disability who needs reasonable accommodation to participate fully in the educational program is eligible to request such accommodations by following the procedures set forth in this Policy.

### Request Process

To request reasonable accommodation, an applicant/student must contact the educational program's Accommodations Coordinator, Kristina Boberg (the “Accommodations Coordinator”). The Accommodations Coordinator will provide the student with an ADA Accommodations Request Form (“Form”) and will be available to answer any questions the applicant/student may have concerning the information required to be provided in the form.

The Form includes:

- The student's name and contact information
- The student's disability
- The accommodations that the student is requesting
- The duration of the requested accommodations
- An explanation of how the requested accommodation(s) will enable the student to perform the program requirements
- Documentation from an appropriate health care or rehabilitation professional. This includes psychiatrists, psychologists, nurses, physical therapists, occupational therapists, vocational rehabilitation specialists in addition to medical doctors.
- Any Individualized Education Plans (IEPs,) current or previous.
- Any additional information or documentation that the applicant/student believes is relevant to the request for accommodations

### Review Process

Once the applicant/ student has submitted the request form, the Accommodations Coordinator will review the request and discuss it with the applicant/student. The Accommodations Coordinator may also consult with other members of the AEC executive team (“Executive Team”).

The Executive Team will make a decision about whether to grant the requested accommodation(s). If the Accommodations Coordinator decides to grant the accommodations, the Accommodations Coordinator/Executive Team will develop an accommodation plan in consultation with the applicant/student.

To the extent that the requested accommodation is in connection with an application for a program, the Form must be submitted by the applicant within a reasonable amount of time to allow the Accommodations Coordinator and Executive Team an adequate amount of time to consider the request in advance of the program's commencement date.

### **Accommodation Plan**

The accommodation plan (the "Plan") will outline the specific accommodations that the applicant/ student will receive. The Plan may also include a timeline for implementing the accommodations and a process for monitoring the effectiveness of the accommodations.

The following are non-exclusive examples of what a Plan may include. Specific items to be included in a Plan will be determined on a case-by-case basis depending on the nature of the disability.

- Extended Time on Quizzes & Exams – Students requesting extended time on exams and quizzes will be provided an additional 50% additional on time. For example, an examination allotted one hour will be allotted 1 hour and thirty minutes.
- Quiet Space – Students requesting quiet spaces to take examinations will be provided with a separate space to carry all examinations.

### **Notification**

The Accommodations Coordinator will notify the applicant/student of the decision about the request for accommodations. If the Accommodations Coordinator decides to grant the accommodations, the Accommodations Coordinator will provide the applicant/ student with a copy of the Plan.

### **Appeals**

If the applicant/student is not satisfied with the decision about the request for accommodations, the applicant/ student may appeal the decision to the Executive Team. The Executive Team will review the request and make a final decision.

### **Confidentiality**

All information about applicants/students with disabilities, including information about accommodations requests, is confidential and shall be protected by AEC.

### **Responsibilities**

The educational program is responsible for providing accommodations to applicants/students with disabilities in accordance with the Policy and under the terms of the ADA and all other applicable federal state, and local laws regarding disability discrimination and accommodations.

The Accommodations Coordinator is responsible for reviewing and processing accommodation requests, developing accommodation plans, and monitoring the implementation of accommodation plans.

The applicant/student is responsible for requesting accommodations by following the Request Process identified above.

### **Evaluation**

The Policy will be reviewed and reevaluated, as necessary, and at least annually, to ensure that it continues to be compliant with the Americans with Disabilities Act and all other applicable federal, state, and local laws regarding disability discrimination and accommodations, that it is effective, and that it meets the needs of applicants/students who have demonstrated their entitlement to reasonable accommodations.