

The College will make reasonable accommodations for individuals with disabilities as defined by applicable law. Reasonable accommodations may include reasonable modifications to the College's policies, practices, and procedures where necessary for individuals with disabilities, unless doing so would alter requirements that are essential to the instruction being pursued or to licensing requirements. The College will also provide necessary and reasonable auxiliary aids and services for individuals with disabilities. Further, the College strives to remove barriers for individuals with disabilities and to provide services, facilities, and privileges to achieve equal opportunity for individuals with disabilities. Examples of some of the reasonable accommodations the College makes available include but are not limited to: Academic/Program Modifications; Access to Facilities; Classroom Access; Communication Access; Testing Accommodations; Information Referral; Priority Registration; and Parking.

The College is committed to providing reasonable accommodations to individuals with disabilities. The professions for which the College offers programs, however, may have cognitive, sensory, affective and psychomotor functional requirements that are essential for the delivery of safe, effective care. Thus, individuals must be able to meet these functional requirements, with or without reasonable accommodation in order to participate in the College's programs. For example, the functional abilities that are essential to engage in the practice of nursing and the health sciences, and which are required to be met (with or without reasonable accommodations) to participate in the College's nursing and health sciences programs derive from the list of Functional Abilities Essential for Competent Nursing Practice, developed by the National Council of State Boards of Nursing. Students and potential students should consult with the Director of Student Services and External Relations for information on the functional abilities essential to the practice of professions for which the College offers programs.

Requesting Accommodation

Any applicant, student, or other individual who believes a reasonable accommodation is necessary to enable such person to seek admission, enroll, or otherwise participate fully and equally in a College program is encouraged to contact the Director of Student Services & External Relations to discuss any needs he/she may have. The Director of Student Services & External Relations will consult with the individual, faculty, staff, and other departments as necessary in an effort to arrive at a reasonable accommodation. It is the responsibility of the student or potential student seeking accommodation to identify his/her condition and provide the requested documentation. Students seeking an accommodation will be scheduled for a confidential meeting with the Director of Student Services & External Relations to discuss the student's needs and complete an "Accessibility Services Student Intake Form" as provided by the Director. To obtain accommodations by the start of a semester, the student should meet with the Director as soon as possible, preferably at least six weeks before the first day of classes or, if the accommodation relates to a specific class(es), before enrolling in the class(es). Such notice will allow students and the Director a reasonable period of time in which to determine whether the requested accommodations are necessary, appropriate and effective, evaluate alternatives if appropriate, and to implement the resources for any necessary aid in a timely manner.

In addition to completing an Accessibility Services Student Intake Form the student will need to meet with the Director and present current documentation regarding the nature of the disability and any accommodations needed. The Director will review the Student Intake Form and all documentation, with assistance of an outside medical professional if necessary. Documentation requirements are

outlined further in the section below. Reasonable accommodations are determined through the collaboration of the Director, the student, faculty, individual departments, and outside professionals as warranted, with consideration for essential standards for courses, programs, services and activities, or status of facilities.

When a reasonable accommodation is deemed necessary, the Director will develop a plan identifying the student's disability, the circumstances for which accommodations are needed, and the reasonable accommodations recommended by the Director. The plan will be distributed to those with a need to know to put any accommodation in place. Additionally, the Director will contact individual faculty members to discuss, as necessary, the recommended accommodations and the process for implementation. Faculty are expected to assist with provision of accommodations when reasonable and necessary without compromise to the essential elements of the course or evaluation standards. If agreed-upon accommodations are not implemented in an effective or timely manner, then the student is encouraged to contact the Director of Student Services and External Relations.

Individuals seeking admission and progression to clinical courses, and graduation from the College must be able to meet the physical and emotional requirement of their academic program of study. Individuals who pose a direct threat to the safety and welfare of others or to that of themselves may be denied admission, progression, or graduation. The College's individualized assessment of an applicant's or a student's threat to the safety and welfare of self or others will be based on current medical evidence or on the best-available objective evidence that assesses the nature, duration, and severity of the risk, and the probability that injury will occur.

Students who have concerns about the accommodations provided or not provided or who wish to submit a complaint about discrimination or harassment based upon disability should report their concern to the Director of Student Services and External Relations or to the Dean of Nursing & Health Sciences. The College endeavors to provide prompt and equitable resolution to student concerns.

Required Documentation

The College relies on students to self-report impairments, conditions, and disabilities as well as providing documentation from professionals in order to determine accommodations. Disability documentation from treating health care providers should conform to the following criteria:

1. Documentation must be from a professional who has undergone appropriate and comprehensive training, has relevant experience and licensure appropriate to his/her profession. Documentation must be current (within the past year). If it is not, then the Director of Student Services and External Relations will request current documentation and, if necessary, will provide references for health care providers, including the option of using the Hospital's assistance program or a referral based on the type of documentation needed.
2. Reports must be on letterhead and signed by the treating health care professional, including titles and license descriptors as appropriate. Additional documentation may be requested.
3. Diagnostic statements must identify each condition, including ICD or DSM codes as appropriate, date/copy of the most recent full evaluation, and dates/copies of additional evaluations.
4. Current impact of the condition(s) described in a clinical narrative and through the provision of specific results from diagnostic procedures. As appropriate to the condition(s) and/or requested accommodation, including impact on major bodily functions (including, but not limited to the

functions of the immune system, cell growth, digestive, bowel, bladder, neurological, brain, respiratory, circulatory, endocrine, and reproductive functions), and functional impact on physical (mobility, dexterity and endurance), perceptual, cognitive (attention, distractibility, communication), and behavioral abilities. Descriptions should provide a sense of severity, information on variability over time or circumstances, expected duration of impact, and potential triggers. Descriptions should also include any significant side effects of treatment that may impact physical, perceptual, behavioral or cognitive performance.

5. Recommended accommodations, modifications, and services should be logically related to the functional impact of each condition, to ensure equal access and opportunity at the College. When connections are not obvious, they should be explained. The Director of Student services and External Relations and the Dean of Nursing & Health Sciences may assist in the College's evaluation of whether the accommodation is appropriate.
6. Medical information provided by the student will be kept confidential to the extent possible, except that information may be shared as necessary to implement accommodations.

Academic Honestly & Integrity

An accommodation based on a student's disability may relate to the administration of testing, examinations, or other coursework. Students provided with such accommodations must continue to adhere to the College's academic honesty & integrity policy and to the College's standards of behavior. Failure to adhere to the academic honesty & integrity policy and the standards of behavior may result in corrective action.

Disability Accessibility

Trinity College is accessible to physically challenged individuals. Special facilities such as restrooms and parking are available to make College activities accessible.

PROCEDURES

1. The student must complete the Accessibility Services Student Intake Form.
2. The student must schedule a confidential meeting with the Director of Student Services & External Relations and provide documentation as noted in the policy preceding policy statements.
3. The Director of Student Services & External relations will review the materials presented by the student and determine what if any reasonable accommodation(s) is/are necessary for the student related to his/her enrollment as a student at Trinity College of Nursing & Health Sciences.
4. Other faculty/staff will be notified of the accommodation on a need to know basis.
5. The reasonable accommodation will be put into place if deemed appropriate.
6. Evaluation of the accommodation put into place for the student after each semester of attendance at the College to determine the necessity of its continuation or modification or elimination.

TRAINING

The Director of Student Services & External Relations will provide updates to this policy and notify the faculty and staff of the changes.