

## **Rights and Responsibilities of Faculty Members**

### **Rights**

- To identify and establish the essential elements to an academic program or course and to evaluate each student's performance on this basis.
- To ensure that these essential elements are not subjected to accommodation or modification.
- To question an approved accommodation if it interferes with the essential elements of a course.
- To suggest an accommodation that does not fundamentally alter the essential elements of a course, but does provide the access necessary for the student with a disability.

### **Responsibilities**

- To make reasonable adjustments to the instructional and evaluation method(s) for a course when these have a negative impact on the educational access to the course for a student with a disability.
- To assist a student in contacting Disability Support Services as necessary, such as when an accommodation is requested by a student but official notification of the accommodation approval has not been received.
- To provide the accommodation(s) approved by the College's Accommodations Review and Appeal Subcommittee or when notified by Disability Support Services, such as in cases where the student has an obvious disability or when temporary services have been approved.
- To discuss with Disability Support Services any concerns related to the accommodation(s) that have been approved for the student with a disability.
- To ensure the student's confidentiality by treating any disability related information with the highest regard for privacy.
- To ensure the student's confidentiality by conducting any conversations regarding accommodations or disability related information in a private setting.
- To respect the student's right to self-disclose any disability related information by not inquiring of the student his or her status regarding a disability.
- To refer a student to Disability Support Services to request academic support in cases where the faculty members has reason to think, based on the student's performance in the course, that the student has a disability and to notify the DSS Coordinator that such a referral has been made.
- To make reasonable efforts to deliver a course that is fully accessible to all students.