

Asher College Nevada Campus

Facilities and Services for Students with Disabilities

Definitions

The Americans with Disabilities Act (ADA) The Americans with Disabilities Act (ADA) and the Americans with Disabilities Amendments Act (ADAAA) are federal laws that require employers with 15 or more employees to not discriminate against applicants and individuals with disabilities and, when needed, to provide reasonable accommodations to applicants and employees who are qualified for a job, with or without reasonable accommodations, so that they may perform the essential job duties of the position.

Section 504: Section 504 is a federal civil rights law designed to eliminate disability discrimination in programs and activities that receive federal funds. To be protected under Section 504, a student must be determined to:

- (1) have a physical or mental impairment that substantially limits one or more major life activities; or
- (2) have a record of such an impairment; or
- (3) be regarded as having such an impairment. Asher College will provide students with appropriate academic adjustments and auxiliary aids and services that are necessary to afford an individual with a disability an equal opportunity to participate in a school's program. Recipients are not required to make adjustments or provide aids or services that would result in a fundamental alteration of a recipient's program or impose an undue hardship.

Title III provides that individuals with disabilities shall benefit from full and equal enjoyment of all goods, services, facilities, privileges, advantages, or accommodations of any place of public accommodation. Places of public accommodation include: museums, hotels, professional offices, restaurants, schools (including classrooms and residence halls), sport complexes, and theaters.

Reasonable Accommodation: Includes any changes to the work environment and may include making existing facilities readily accessible to and usable by individuals with disabilities, job restructuring, part-time or modified work schedules, telecommuting, reassignment to a vacant position, acquisition or modification of equipment or devices, appropriate adjustment or modifications of examinations, training materials or policies, the provision of qualified readers or interpreters, and other similar accommodations for individuals with disabilities.

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ADA Accommodation

When an individual with a disability requests accommodation and can be reasonably accommodated without creating an undue hardship or causing a direct threat to safety, they will be given the same consideration for admissions to the college. Applicant accommodations that pose a direct threat to the health, safety or pose a threat to the well-being of the applicant or others will not be granted.

Asher College will reasonably accommodate qualified individuals with a disability so that they can effectively benefit from the education unless doing so causes a direct threat to these individuals or others and the threat cannot be eliminated by reasonable accommodation or if the accommodation creates an undue hardship to Asher College. Potential students should notify their Admissions Representatives with any requests for accommodation(s) and current students should notify the Director of Education.

Student Accommodations Documentation Guidelines

Asher College uses several tools in determining what may be a reasonable accommodation for a disability. If you are not sure what type of accommodation you need, we might be able to help you figure it out.

Please make the request in writing, explaining:

- 1) that you are a person with a disability;**
- 2) the ways in which your disability affects your participation in school or ability to submit an application;**
- 3) the specific accommodations that you need,**
- 4) the date by which you would like the college to respond to your request.**

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Sample Request for a Reasonable Modification

[Date]

Dear Asher College:

I am a [student/applicant] and am writing to request reasonable modification for my disability. Because of my disability, I need: [Describe the modification you need and explain why it is necessary because of your disability.] These modifications are necessary for me to have equal access to [class, service, or program] as my nondisabled peers.

[Example: Because my disability prevents me from writing quickly and clearly, I need to type all notes on my laptop. I also need a notetaker to ensure I can catch all significant material from professors in my classes. Without this modification, I will not be able to capture information in my classes. I need these modifications to ensure I have good notes to study from and do well on exams.]

Please let me know when I can expect to receive a decision from you. [If you need the modifications by a certain date, explain that in the letter. Example: I need these modifications in place by the time classes begin on September 1.]

Sincerely,

[Your name and contact information]

Flexibility Accommodation

A student with a disability that is episodic in nature may have their ability to attend class and complete tests or assignments at the scheduled time occasionally impacted. Granting flexibility accommodations ensures that the student is not penalized for effects of their disability so long as the accommodation does not fundamentally alter the essential elements of the class. Asher College makes the determination if the accommodation(s) for flexibility is reasonable. If approved the accommodations could include but are not limited to the below:

- Note-taking software utilization.
- Attendance exceptions.
- Assignment extensions.
- Breaks during class, as needed.

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Service Animal Accommodation NRS 651.075; NRS 426.097

The service animal must be individually trained to do work or perform tasks specifically for the person with the disability. Your service animal must not pose a direct threat to the health or safety of other people. The service animal must comply with state and local animal control laws.

Your service animal must stay quietly by your side at all times, unless performing a specific task for you. Service animals must be leashed, harnessed, or tethered unless such a device interferes with the service animals' work, or your disability prevents using such a device. In those cases, you must control your service animal through your voice, hand signals, or other effective means.

A dog license and/or rabies tag are necessary if required by state or local law.

Service animals usually:

- Assist individuals with low vision or blindness
- Alerting individuals who are deaf or hard of hearing
- Pulling a wheelchair or stabilizing a person's gait
- Retrieving items such as medicine, food, or a telephone
- Recognizing and assisting a person having a seizure or who may be experiencing flashbacks or emotional trauma, such as from PTSD

If a person's disability is not readily apparent, for purposes of admittance to a public facility with a service animal, a staff member or manager of the facility may inquire about:

- whether the service animal is required because the person has a disability; and
- what type of work or task the service animal is trained to perform.

Responsibilities of People with Disabilities

- A person with a disability who uses an assistance animal is liable for any damages done to the premises or facilities by the animal.
- A person with a disability who uses an assistance animal for assistance must keep the animal properly harnessed or leashed, and a person who is injured by the animal because they are not properly harnessed or leashed is entitled to maintain a cause of action for damages in a court of competent jurisdiction.

For further questions and assistance please contact your Director of Education at your campus below.

Phone: 972-248-9000 fax: 972-247-0125 email: info@asher.edu