

# G-028 STUDENT ACCOMMODATION

Southwest Minnesota State University (SMSU) is committed to providing equal access to all students. This means we follow several important laws, including the Americans with Disabilities Act (ADA), the ADA Amendments Act (ADAAA), Section 504 and Section 508 of the Rehabilitation Act, the Minnesota Human Rights Act, and the Minnesota Respond, Innovate, Succeed, and Empower (RISE) Act. These laws ensure that students with documented disabilities can request the accommodations they need to participate fully in university events and programs.

SMSU's commitment goes beyond just following the law. The staff and faculty want to make sure every student knows who to talk to and how to work with Accessibility Services and to provide students with the resources and support they need for an equitable learning environment.

## Definitions

**Academic Standards (Rigor):** An institution is not required to lower academic standards quality or production standards to make an accommodation. This includes the comprehensive set of learning objectives and demonstrated student learning outcomes a college or university affixes to its courses and programs of study.

**Fundamental Alteration:** A change that is so significant that it alters the essential nature of the program, services, facilities, privileges, advantages, activities, or accommodations offered.

**Personal Services:** Distinguished from reasonable accommodations and are not provided by SMSU, but the student may choose to acquire and use such services, i.e. personal care attendants or PCAs.

**Reasonable Accommodation:** Any change to an educational program, a public environment, or the way things are customarily done that allows an individual with a disability/condition to experience equal access to opportunities available to other individuals in the academic or university environment.

**Undue Burden/Hardship:** An action requiring significant difficulty or expense when considering several factors, including the nature and cost of the accommodation in relation to the size, resources, nature, and structure of the institution.

## Policy

SMSU commits to creating equitable and inclusive learning environments and will provide reasonable accommodations to qualified students ensuring that we meet (at a minimum) and exceed, in all cases possible, the standards set forth in applicable state and federal laws, regulations, and guidelines.

The Coordinator of Accessibility Services, or designee, is responsible for the oversight and administration of this policy including associated audits, training, moderation of processes, and collaboration with appropriate departments for the development of resources.

## Authority

This policy is issued pursuant to the authority granted the Americans with Disability Act of 1990 (ADA); Sections 504 and 508 of the Rehabilitation Act; WCAG 2.0 Level AA (<https://www.w3.org/TR/>

WCAG20/); MN Statutes 16E.03; MN Statutes 363A.42; MN Statutes 363A.43; MN Statutes 135A.163 RISE Act; State of Minnesota Accessibility Standard; Minnesota Human Rights Act MN Statute 363A; the 21st Century Communications and Accessibility Act (CVAA) Pub. L. 111-260; and Minnesota State Policy 1B.4 Access and Accommodation for Individuals with Disabilities; The Architectural Barriers Act of 1968. Other authority may also apply.

## Effective Date

This university policy shall become effective upon signature by the president and shall remain in effect until modified or expressly revoked.

## Responsibility

The President or designee is responsible for the implementation of this policy, but delegates to the Coordinator of Accessibility Services the administration of this policy including associated audits, training, moderation of processes, and collaboration with appropriate departments for the development of resources.

## Review

This policy shall be reviewed every three years or as needed.

## Policy Notes

This document is intentionally written in plain language to comply with statutory requirements.

## Related Documents

G-028.1, "Student Accommodation Procedure (<http://catalog.smsu.edu/policies-procedures/g0281/>)"

## Policy History

**Date of Adoption:** April 21, 2025

**Date of Last Review:** April 21, 2025

**Date and Subject of Amendments**

4/21/2025 – Initial creation and adoption