**Purpose**

To outline the shared responsibility of students, staff and faculty to create an inclusive learning environment through access to, and provision of, accommodations for students with disabilities to the point of undue hardship.

**Scope**

This policy applies to students seeking an accommodation for a documented disability.

**Policy**

To comply with the *Alberta Human Rights Act* and the *Canadian Charter of Rights and Freedoms* in providing equitable access to educational programs and services.

**Definitions**

**Accommodation**: the process of altering the delivery of services to make those services accessible to a person with a documented disability. In the academic environment, academic accommodations are a planned variation on course delivery or student assessment in response to the disability. Academic accommodations do not lower academic standards.

**Accommodation Agreement**: a document that outlines the services and academic accommodations the student requests and is eligible to receive. It is signed by both the student and the Accessibility Coordinator.

**Documentation**: a current report signed and dated by a licensed professional providing a diagnosis and detailed description of how the disability, and treatment if applicable, impacts the individual’s functioning in an academic setting.
**Disabilities:** any degree of physical, cognitive, learning, sensory, psychological, neurological or temporary impairment(s) impacting full participation in all aspects of society.

**Undue Hardship:** excessive challenges that could deem the accommodation to be unreasonable. This includes, but is not limited to, situations where:
- the cost of the accommodation has significant financial impact on the institution as a whole;
- the nature of the student's disability disallows them from attaining bona fide educational requirements for completion of the program or bona fide occupational requirements for the field of work connected to the program;
- there are health and safety concerns for the student being accommodated and/or others;
- there is significant interference with the opportunity of other students to achieve their academic goals.

**RELATED POLICIES**

Admission of Students to Credit Programs Policy  
Assessment and Grading  
Final Examinations Policy  
Graduation and Completion Policy  
Harassment and Discrimination Policy  
Information Access and Protection of Privacy Policy  
Student Academic Integrity and Academic Misconduct Policy  
Student Appeals Policy  
Student Misconduct: Non-Academic Policy  
Universal Design Policy  
Student Rights and Responsibilities Policy