

Student Accommodation Policy

University Policy 3010

1 **Section 1. Purpose**

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

9 Our commitment goes beyond just following the law. We want to make sure you know
10 who to talk to and how to work with the Center for Accessibility Resources. Our goal is
11 to provide you with the resources and support you need for an equitable learning
12 environment.

13 **Section 2. Definitions**

- 14 • **Academic Standards (Rigor):** An institution is not required to lower academic
15 standards quality or production standards to make an accommodation. This
16 includes the comprehensive set of learning objectives and demonstrated student
17 learning outcomes a college or university affixes to its courses and programs of
18 study.
- 19 • **Fundamental Alteration:** A change that is so significant that it alters the
20 essential nature of the program, services, facilities, privileges, advantages,
21 activities, or accommodations offered.
- 22 • **Personal Services:** Are distinguished from reasonable accommodations and are
23 not provided by Metro State University, but the student may choose to acquire
24 and use such services, i.e., individual assistants or coaches.
- 25 • **Reasonable Accommodation:** any change to an educational program, a public
26 environment, or the way things are customarily done that allows an individual
27 with a disability/condition to experience equal access to opportunities available to
28 other individuals in the academic or university environment.
- 29 • **Undue Burden/Hardship:** An action requiring significant difficulty or expense
30 when considering several factors, including the nature and cost of the
31 accommodation in relation to the size, resources, nature, and structure of the
32 institution.

33 **Section 3. Policy**

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

38 The Vice President for Student Success, or designee, is responsible for the oversight
39 and administration of this policy including associated audits, training, moderation of

40 processes, and collaboration with appropriate departments for the development of
41 resource.

42 **Section 4. Authority**

43 This policy is issued pursuant to the authority granted the Americans with Disability Act
44 of 1990 (ADA); Sections 504 and 508 of the Rehabilitation Act; WCAG 2.0 Level AA;
45 MN Statutes 16E.03; MN Statutes 363A.42; MN Statutes 363A.43; MN Statutes
46 135A.163 RISE Act; State of Minnesota Accessibility Standard; Minnesota Human
47 Rights Act MN Statute 363A; the 21st Century Communications and Accessibility Act
48 (CVAA) Pub. L. 111-260; and Minnesota State Policy 1B.4 Access and Accommodation
49 for Individuals with Disabilities; The Architectural Barriers Act of 1968. Other authority
50 may also apply.

51 **Section 5. Effective Date**

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

54 **Section 6. Responsibility**

55 The President or designee is responsible for the implementation of this policy, but
56 delegates to the Vice President for Student Success, the administration of this policy
57 including associated audits, training, moderation of processes, and collaboration with
58 appropriate departments for the development of resources.

59 **Section 7. Review**

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

61 **Section 8. Signature**

Issued on 12/18/2024

Virginia "Ginny" Arthur, JD

President

Revision History:

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

12/18/2024 - created