

# OLD DOMINION UNIVERSITY

## University Policy

**Policy #4500**

**Creation:** August 23, 2022

The purpose of this policy is to define the procedures used to accommodate students with disabilities.

[Code of Virginia Section 23-1301, as amended](#) grants authority to the Board of Visitors to make rules and policies concerning the institution. Section 7.01(a)(6) of the [Board of Visitors Bylaws](#) grants authority to the President to implement the policies and procedures of the Board relating to University operations.

[Section](#) [one or more major life activities](#) has a record of such an impairment; [is](#) regarded as having such an impairment

[Major Life Activity](#) – Major life activities include, but are not limited to, [f 0 Tw 2.446 2.751.](#)

Reasonable Accommodation Reasonable accommodations are meant to provide equal access to the University and include reasonable modifications to rules, policies, or practices; the removal of architectural, information, communication, information, or transportation barriers; or the provision of auxiliary aids and services. Reasonable accommodations shall not fundamentally alter the University's programs or cause undue hardship to the University.

Retaliation – Overt or covert acts of discrimination including harassment, interference, intimidation, penalty, coercion, reprisal, or restraint—against a group or individual for exercising rights under this policy, including, but not limited to:

- € the right to request an accommodation;
- € the right to insist upon an individualized, case-by-case determination for determining a reasonable accommodation and
- € the right to use that reasonable accommodation

Retaliation also includes discrimination against any individual because the individual has opposed any violation of this policy, or because that individual made a charge, testified, assisted, or participated in any manner in an investigation of a complaint under this policy. Retaliation shall be deemed to constitute discrimination and, therefore, will be considered a separate violation of this policy.

Technical Standards Technical standards are non-academic criteria or standards for admission to or participation in the program in question. Examples: ability to lift, ability to drive, ability to use specialized equipment, ability to look through a microscope, ability to read music, ability to respond in emergencies.

be provided within the basic guidelines to follow, with the understanding that students with disabilities may require unique accommodations and must have their needs assessed on a case-by-case basis. The provision of accommodations need not guarantee students results or achievement; accommodations must only afford them an equal opportunity for achievement

## 1. Recruitment

The Office of Admissions at Old Dominion University will make all reasonable efforts to ensure that all recruitment activities are made accessible to persons with disabilities. All entities hosting Old Dominion University recruitment activities will be encouraged to provide facilities that are accessible so that interested persons with disabilities will not be excluded or denied participation. With reasonable notice, Old Dominion University, hosting a recruitment event, will provide accessible services. All requests for interpreters or assistive technology services must be made to the Office of Admissions with reasonable advance notice ahead of the recruitment function.

## 2. Admission to the University

- a. General Admission: A prospective student with a disability may choose but is not required, to self-disclose during the admissions process. If a prospective student chooses to disclose his or her disability it will not be considered as a factor when determining the student's qualifications. § 23-2-39 (arr fu) 2.29 (a) 2. 0ti.6 . Th6huj -016 (e)-5.9 (t)-6 ( )10 Tw 0ts .7 (
- b. Technical Standards: Each academic program has established and published technical standards. Prospective students with disabilities should review applicable technical standards in their intended program of study to determine if they can meet the technical standards with or without accommodations. If there is a concern about the ability of a student to meet the technical standards, the student should contact the Office of Educational Accessibility. Staff from the Office of Educational Accessibility will work with the student, the academic advisor, and the department chair to determine if accommodations can be made to help the student meet the standards of concern. The University, however, is not required to make major academic adjustments, fundamental changes, or substantially modify standards for any academic program.

## 3. Determination of Need for









