

Policy Title: Accommodation for Students with Disabilities

Category:	<input type="checkbox"/> Institutional - Board <input checked="" type="checkbox"/> Academic - Administrative <input type="checkbox"/> Institutional - Administrative <input type="checkbox"/> Employment - Administrative		
Approved by:	<input type="checkbox"/> Board <input checked="" type="checkbox"/> President		
Date approved:	April 25, 2024	Effective date:	June 1, 2024
Policy Sponsor:	Dean, Undergraduate and Graduate Education	Date last reviewed:	April 25, 2024
Date of Mandatory Review (expiry date):	April 2029	Date of last revision of Procedures:	April 25, 2024

1. POLICY

1. CMCC will provide academic and/or non-academic accommodations to students with diagnosed and documented disabilities, as required by the Ontario Human Rights Code, subsection 10(1), and in accordance with the Guidelines on Accessible Education of the Ontario Human Rights Commission. While an accommodation is individualized to minimize barriers to education, it cannot however compromise minimum academic and technical standards, academic integrity, patient safety and clinical care. A student with an accommodation must be able to demonstrate the required knowledge and perform the necessary skills as required by the program.
2. Students who require accommodations due to a disability must notify the Student Success Counsellor in writing upon admission to the program or at the time that such need is identified. Such notice must include supporting documentation signed by an appropriate registered practitioner qualified to diagnose the condition.
3. If the institution has reasonable grounds to believe a student requires accommodation, such knowledge will be conveyed to the student for their consideration.
4. Accommodations provided by CMCC may not be used as a basis for an Academic Appeal.

5. In the event that a student does not agree with the proposed accommodation, they may seek resolution in accordance with the principles of this policy and using the procedures described below.
6. Information on an accommodation is only released on a need to know basis within the institution, or upon the student's consent for broader release. Personal information will be maintained and protected in accordance with CMCC policies and by the institution's designated custodian.
7. Only accommodations that do not impose undue hardship on either the student or the institution will be provided.

2. PURPOSE

To establish guidelines for the accommodation of students with disabilities for them to access learning within CMCC's academic programs.

3. SCOPE

Students at CMCC registered in undergraduate and graduate programs, and continuing education, on a full time or part time basis.

4. INFORMATION AND COMPLIANCE PLANS (not a comprehensive list)

- Accessibility for Ontarians with Disabilities Act (AODA) – Accommodations are provided by CMCC under provincially legislated requirements to accommodate persons with disabilities.
- An individualized approach to accommodation planning will seek to balance the dignity and rights of the student with maintaining integrity of course content and objectives, and fairness for all other students.
- CMCC Doctor of Chiropractic Graduate Competencies – Students registered in the Doctor of Chiropractic program must demonstrate these competencies in order to achieve the required outcomes of the academic program.
- College of Chiropractors of Ontario (CCO) Regulations and Standards of Practice – When engaged in the provision of patient care, students are required to abide by provincial regulations and standards of practice as defined by the CCO, whose authority for establishing these standards is derived from the Regulated Health Professions Act.
- Guidelines on Accessible Education – The accommodations provided by CMCC are developed in accordance with the principles and guidelines on accommodations in the Ontario Human Rights Commission's Guidelines on Accessible Education.
- Ontario Human Rights Code – CMCC has a duty to accommodate students with disabilities. The accommodations provided by CMCC are given within the context of the academic program only and do not extend to other circumstances

associated with the academic programs, specifically: professional examinations (e.g., board exams) or decisions regarding future licensure. Students with disabilities are strongly advised to consult the chiropractic regulatory board(s) in the country, province, or state in which they intend to practice.

- Personal Information and Protection of Electronic Documents Act (PIPEDA) and Personal Health Information Protection Act (PHIPA) – All information and documentation related to a student's disability, diagnosis or other related personal information is protected under PIPEDA and/or PHIPA, is subject to the CMCC Privacy policy and will not be disclosed to faculty or other CMCC staff without written consent of the student or under the authority of the Chief Privacy Officer.
- Teaching and Learning at CMCC is a detailed document regarding CMCC's approach to teaching, learning and assessment that is provided to all students accepted into the Doctor of Chiropractic program so they can consider whether or not their functional limitations associated with a diagnosed disability (learning, medical, psychological or otherwise) will have an impact on their ability to fully participate in the DC program.

5. RELATED POLICIES (not a comprehensive list)

- Accessibility - Integrated Regulation: Customer Service
- Accessibility - Integrated Regulation: Information and Communications
- Examinations
- Examinations – Supplemental
- No Pets
- Privacy
- Student Promotion - Graduate Studies Chiropractic Residency Programs
- Student Promotion - Undergraduate

6. DEFINITIONS

Academic accommodation means a planned variation in the way a student with a disability receives course curriculum and materials, participates in academic activities, or demonstrates mastery of knowledge and skills through evaluation and assessment.

Accommodation plan means a document outlining the terms and conditions of an agreed upon accommodation/s to be provided for the duration of the student's registration in the academic program.

Disability (Human Rights Code):

- any degree of physical disability, infirmity, malformation or disfigurement that is caused by bodily injury, birth defect or illness and, without limiting the generality of the foregoing, includes diabetes mellitus, epilepsy, a brain injury, any degree

of paralysis, amputation, lack of physical co-ordination, blindness or visual impediment, deafness or hearing impediment, muteness or speech impediment, or physical reliance on a guide dog or other animal or on a wheelchair or other remedial appliance or device.

- a condition of mental impairment or a developmental disability.
- a learning disability or a dysfunction in one or more of the processes involved in understanding or using symbols or spoken language.
- a mental disorder.
- an injury or disability for which benefits were claimed or received under the insurance plan established under the Workplace Safety and Insurance Act (“handicap”).
- Undue hardship is a relative concept that requires consideration of all of the relevant factors (e.g., cost, health and safety) when attempting to determine when the standard of undue hardship is met.

Non-academic accommodation refers to modifications, or support services provided to a student with a disability in settings outside of the traditional classroom or academic context. These accommodations are intended to ensure that the student can fully participate in all aspects of the educational experience, including non-academic activities, programs, and facilities. Non-academic accommodations may encompass a wide range of services and support, such as accessible extracurricular activities, sports, and other campus or school-related functions. The goal is to create an inclusive and accessible environment that allows students with disabilities to have equal opportunities and access to all aspects of their educational institution or organization.

New Policy Approved (date):	Students with Learning Disabilities – June 3, 2009 (Special Needs noted in Student Handbook 2008-9, and in Academic Calendar 2010-11)
Policy Revision History (dates):	Students with Disabilities - June 1, 2013 Academic Accommodations for Students with Disabilities - October 23, 2014 April 27, 2017 August 30, 2018 January 30, 2020 March 30, 2023 April 25, 2024

-----**END OF POLICY**-----

7. PROCEDURES

1. Responsibilities of the Student

- a. The student will provide documentation supporting the request for accommodation(s) and record of previous accommodations (if required) using

procedures as defined by the Student Success Counsellor. Costs of required assessments shall be the responsibility of the student.

- b. While the student may not be required to disclose any specific diagnosis, the student is responsible for ensuring that all necessary information regarding associated functional limitations are communicated to the Student Success Counsellor through the prescribed procedures, in order to facilitate the development of the most appropriate plan for accommodations.
- c. The student will ensure that the student's health care practitioner(s) has all of the necessary information required about the academic program (e.g., methods of program delivery and teaching, knowledge and skills assessment, and clinical practice) in order to provide an accurate assessment of the functional limitations associated with the diagnosis.
- d. It is strongly recommended that the student review the proposed accommodation plan with a health care practitioner.
- e. Should the student disagree with the proposed accommodation plan, they will contact the Student Success Counsellor in writing to provide the specific concerns.
- f. Upon agreement to the proposed accommodation plan, the student will return a signed copy to the Student Success Counsellor.
- g. The student will, within a reasonable amount of time, advise the Student Success Counsellor of any circumstances in which the institution, its faculty, staff or one of its representatives is in non-compliance with the plan so that corrective action may be taken immediately.
- h. The student will immediately notify the Student Success Counsellor of any changes to the functional limitations associated with the student's diagnosis upon which the accommodation plan was developed. The student may then be required to provide additional supporting documentation so that the accommodation plan may be reviewed and any necessary amendments made.

2. Responsibilities of the Student Success Counsellor

- a. The Student Success Counsellor is the sole custodian of personal information and associated supporting documentation related to a student's request for accommodation, and will ensure that it is maintained in accordance with institutional policies and government legislation.
- b. The Student Success Counsellor will assess individual student requests for accommodation. This assessment may require additional information from the student and/or their health care practitioner(s) – the latter of which will be obtained only once the student has provided written consent. All costs

associated with assessment and plan development will be borne by the institution.

- c. The Student Success Counsellor will develop the associated academic accommodation plan in consultation with the appropriate Director(s) of Education or the Director of Graduate Studies.
 - d. The Student Success Counsellor will provide the student with a letter of agreement outlining the proposed accommodation plan, which the student is advised to review with a third party health care professional.
 - e. Recognizing that decisions involving accommodations must be made expeditiously, the Student Success Counsellor may determine what portion of the plan is appropriate to implement immediately while accommodations are under review to minimize interruption to or negative impact upon the student's participation in the academic program and/or while enrolled at CMCC. The implementation of portions of a plan will be retroactively subject to the final agreement by the student as to the appropriateness of the entirety of the plan.
 - f. Upon acceptance of the accommodation plan by the student, the Student Success Counsellor will notify the associated Director of Education so they can determine the extent to which information regarding the accommodation is to be shared with impacted teaching faculty and/or others on a need-to-know basis and in compliance with CMCC's Privacy policy.
 - g. The Student Success Counsellor will meet with the student a minimum of once per academic year to review the plan, determine its efficacy, and make any associated amendments to the plan if required, and in accordance with the previously mentioned policies and procedures.
 - h. If the student reports non-compliance with the agreed upon accommodation plan, the Student Success Counsellor will take immediate and necessary steps to investigate the allegation, provide the necessary direction to the faculty, staff or representative to ensure compliance, and notify the appropriate Director(s) of Education or the Director of Graduate Studies. The Student Success Counsellor will then provide a written response to the student as to steps taken to address and correct said allegations.
3. Resolution of Disagreements
- a. If the student and the Student Success Counsellor cannot agree upon the accommodations to be provided, the Student Success Counsellor or the student will promptly notify the Registrar.
 - b. The Registrar will review all relevant documentation, consult with others as appropriate, and may request additional information and documentation from the student and others.

- c. If the student and the Registrar cannot reach an agreement on the accommodations to be provided, the Registrar will promptly notify the Dean, Undergraduate and Graduate Education, who will render the final decision on the matter for internal purposes.

New Procedure Approved (date):	Students with Special Needs – May 28, 2009
Procedure Revision History (dates):	Students with Disabilities - June 1, 2013 Academic Accommodations for Students with Disabilities October 23, 2014 April 27, 2017 August 30, 2018 January 30, 2020 March 30, 2023 April 25, 2024

8. ATTACHMENTS

None.