

Accessibility Services for Students with Specific Disabilities

A. PURPOSE

The purpose of this policy is to facilitate the College's role in providing fair and equitable access to educational opportunities for students with disabilities according to their individual needs, and in a manner that is consistent with academic principles and relevant legislation (including the BC Human Rights Code and the Accessible BC Act).

B. SCOPE

This policy applies to the determination and provision of reasonable academic accommodations and related support services for students with documented disabilities attending or planning to attend the college in credit or non-credit courses.

C. PRINCIPLES

1. Selkirk College is committed to removing barriers to access for students with disabilities and to welcoming students with disabilities as full participants in the college community. Providing an accessible and welcoming learning environment for students with disabilities is a shared responsibility of employees and students.
2. Selkirk College recognizes and affirms its duty to accommodate students with disabilities who are academically qualified, and to provide reasonable accommodation in a manner that is consistent with its educational mandate, academic principles and legal obligations.
3. Students with disabilities applying for admission to Selkirk College programs are expected to meet the published admissions and pre-requisite requirements for their desired program. It is also expected that with reasonable accommodation the student will be capable of meeting the performance standards required for their course or program.
4. Providing reasonable academic accommodations will not result in modification of the academic standards of the college, as per Selkirk College Policy 8610 Standards of Academic Progress, nor will it remove the need for evaluation and/or the requirements to meet essential learning outcomes for a course or program.
5. Selkirk College will provide reasonable academic accommodation for students with disabilities up to the point of undue hardship.
6. Accessibility Coordinators are designated by the college to assess disability documentation and determine reasonable accommodations for students seeking disability-related accommodations at the college.
7. All Selkirk College employees are responsible for implementing accommodations when required, and for working to ensure an accessible learning environment for students with disabilities.
8. Students seeking reasonable academic accommodation for a disability will be

required to self-disclose their disability and provide appropriate documentation to an accessibility coordinator (see Procedures section for details).

9. Requests for academic accommodation must be made in a timely manner to allow for determination and implementation of accommodations. Failure to do so may result in delays in providing accommodation or may prevent the implementation of the appropriate accommodation.¹ (see Procedures section for details)¹

10. Selkirk College will ensure that faculty and staff are knowledgeable about relevant college policies and procedures related to provision of reasonable academic accommodation. Selkirk College will also provide opportunities for faculty and staff to increase their knowledge about issues experienced by students with disabilities.

D. DEFINITIONS

Disclaimer: All definitions based on legislation are subject to change should the legislation change without notice and without voiding the policy.

TERM	DEFINITION
Disability	Persons with disabilities are persons who <ul style="list-style-type: none"> a) have a significant and persistent mobility, sensory, learning, or other physical or mental health impairment which may be permanent or temporary; and b) experience functional restrictions or limitations of their ability to perform the range of life’s activities; and c) may experience attitudinal and/or environmental barriers that hamper their full and self-directed participation in life.
Duty to Accommodate	Section 8 of the British Columbia Human Rights Code ² prohibits the denial or discrimination in the provision of services customarily available to the public. In practice, this means that a service provider, like a post-secondary institution, cannot discriminate against individuals with, among other things, mental and/or physical disabilities. The service provider has a legal obligation to ensure access to and mitigate barriers to participation experienced by persons with disabilities. This obligation is known as the duty to accommodate.
Reasonable Academic Accommodation	A Reasonable Academic Accommodation ³ is a change in the allocation of college resources or in teaching or evaluation methods designed to meet the specific needs of a student with a disability. Academic accommodations can range from adaptations of evaluation methods such as provision of additional test-taking time or use of adaptive equipment to complete exams, to modification of instructional practices such as use of sign language interpreters or note takers, to changes in course load to accommodate disability- related needs. In all cases reasonable academic accommodations must: <ul style="list-style-type: none"> a) be based on documented individual disability needs; b) allow the most integrated experience possible; c) not compromise essential learning outcomes of a course/program; d) be requested in a timely manner e) not alter stated course/program delivery method; f) not alter academic standards and level of achievement required for a student to successfully complete a course and/or program as per Selkirk College Policy 8610 Standards of Academic Progress); g) not pose a threat to personal or public safety

	h) not be of a personal nature, rather, based on the documented functional impacts of a disability and should be consistent across individuals with the same impacts; and i) not impose an undue hardship or administrative burden.
Student	A student in this policy is a person who is registered in one or more credit or non-credit courses offered by the college <i>or</i> is a prospective student who has applied for admission to the college.
Undue Hardship	Undue hardship ⁴ is a legal test related to Reasonable Academic Accommodation. Selkirk College is limited to providing reasonable academic accommodation without the college incurring undue hardship, as that term has been interpreted under BC law. What constitutes undue hardship varies based on, and must be considered in the context of, the circumstances of each individual case. The onus is on the college to show evidence of undue hardship.

¹ University of British Columbia Board of Governors. (2019). Disability Accommodation Policy LR7. Retrieved from https://universitycounsel.ubc.ca/files/2022/05/Disability-Accommodation-Policy_LR7.pdf

² *Human Rights Code*, RSBC 1996, c 210, s 8.

³ University of Northern British Columbia. (2011). *Access and accommodation for students with disabilities*. https://www2.unbc.ca/sites/default/files/sections/access-resource-centre/student_services_access_and_accomodation_for_students_with_disabilities_pec_sept_22_1.pdf

⁴ BC's Office of the Human Rights Commissioner. (2020). Undue Hardship. Retrieved from <https://bchumanrights.ca/glossary/undue-hardship/>

E. APPEALS

Students who are not satisfied with the granted reasonable academic accommodations may appeal the decision by following the appeals procedure specified in Selkirk College Policy 8400 Student Appeals.

F. REFERENCES

Selkirk College wishes to acknowledge University of Northern British Columbia whose Access and accommodation for students with disabilities policy informed the creation of this policy.

G. OTHER RELEVANT POLICIES AND LEGISLATION

8400 Student Appeals Policy
 3400 Student Code of Conduct
 8610 Standards of Academic Progress
Human Rights Code, RSBC 1996 c 210
Accessible BC Act, SBC 2021 c 19
Freedom of Information and Protection of Privacy Act, RSBC 1996, c 165

Responsibility, Recommendation and Approval Dates

Executive Responsibility: AVP Student Success
 Administrative Responsibility: Director, Student Engagement and Wellness
 Recommended by Administrative Policy Review Committee: 2024-10-22
 Approved by President:

Maggi Matean

Signature

2024-10-23

Date

Linkage to Board Policy: