

University of Dallas Policy CRP-A  
CIVIL RIGHTS PROCEDURE –  
DISABILITY ACCOMMODATI

2.3 "Reasonable accommodation" means,

2.3.1 ~~in~~ respect to employment, such modifications to the employment environment that make it possible for the Employee to perform the essential functions of the job in question;

2.3.1.1 Accommodations that ~~will~~ impose an undue hardship on the operation of the University program or activity are not reasonable.

2.3.2 ~~in~~ respect to services, such modifications to its academic requirements as are necessary to ensure that such requirements do not discriminate or have the effect of discriminating, on the basis of disability, against a qualified individual ~~with~~ a disability

2.3.2.1 Accommodations that alter the essential or fundamental institution being pursued in an academic program or course are not reasonable accommodations.

2.4 "Student Disability Services Coordinator" means the person designated by the University to coordinate implementation of this Procedure as it regards ~~Students~~ ~~with~~ disabilities.

2.5 "Visitor Accessibility Services Coordinator" means the person designated by the University to coordinate implementation of this Procedure as it regards ~~visitors~~ ~~with~~ disabilities.

3.0 Student Accommodations – ~~Students~~ may request accommodations through

3.3 **Supporting Documentation** – Disability accommodation requests must be supported by appropriate documentation from a qualified professional.

3.4 **Review of Requests** – Student disability accommodation requests are reviewed by the Student Disability Services Committee. The members of the Student Disability Services Committee are:

Joshua Skinner, J.D., Chair  
Daid Andrew, Ph.D., Dean of Constantin College  
Julia Carrano, J.D., Dean of Students  
Amy Fisher-Smith, Ph.D., Associate Professor of Psychology  
Lora Rodriguez, M.D., Student Health Services  
Matthew Spring, Ph.D., Director of Academic Success

3.5 **Implementation of Accommodations** – After being authorized by the Student Disability Services Committee, the Student is notified of the authorization by the Student Disability Services Coordinator and the Student coordinates with the appropriate University Employees, including faculty and/or staff, for implementation of the accommodations. The Student Disability Services Coordinator is also available to assist the Student in the implementation process.

3.5.1 **Appeal Regarding Faculty Implementation** – If the Student Disability Services Coordinator is unable to negotiate a resolution of a disagreement between a Student and faculty member regarding implementation of accommodations, or two (2) weeks have passed since the Student notified the Coordinator

Student and University officials to continue to discuss how to provide reasonable accommodations in light of changing circumstances and the experience of accommodations previously authorized.

**4.0 Employee Accommodations** – Employees may request accommodations through the Office of Human Resources.

**Eva Avila**  
Senior Human Resources Generalist  
Office of Human Resources  
Cardinal Farrell Hall, 1<sup>st</sup> Floor  
Email: [benefits@dallas.edu](mailto:benefits@dallas.edu)  
Office: (972) 721-5255

**5.0 Visitor Accommodations** – Visitors may request accommodations through Visitor Accessibility Services.

5.1.1 The main Visitor Accessibility Services web page is

[dallas.edu/offices/accessibilityservices](http://dallas.edu/offices/accessibilityservices)

5.1.2 The Visitor Accessibility Services Coordinator is

**Joshua Skinner, J.D.**  
Compliance Officer  
Cardinal Farrell Hall, 1<sup>st</sup> Floor  
Email: [jaskinner@dallas.edu](mailto:jaskinner@dallas.edu)  
Office: (972) 721-5120