

## Fast Facts for Faculty

### Determining Eligibility

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Students must self-identify to the Office of Disability Services to be considered for services. Eligibility is based upon review of medical or psychological documentation completed by a professional and submitted by the student. A disability must be considered **substantially limiting** in one or more areas of functional major life activities.

After a student is deemed eligible for services, they must meet with a Disability Services counselor to register and determine accommodations. Specific individualized accommodations are decided based on the following:

- Disability documentation
- The functional impact of the disability on the student
- Student feedback
- The learning environment of specific courses



All accommodations require that the student follow the policies and procedures discussed during registration. **Accommodations are not retroactive and do not carry-over from one semester to the next.** After completing initial registration, students must “check-in” with Disability Services to receive accommodations each semester.

### Frequently asked questions:

- **Why do students wait until the middle or end of the semester to seek services?**

Students often think they do not need accommodations until they experience difficulties in class. We strongly encourage students to seek services at the beginning of the semester, but many choose to wait. Students have the right to request services at any time, although accommodations are not retroactive.

- **A student in my class has disclosed a disability and requested I provide accommodations without going through Disability Services. Can I do this?**

We suggest that you do not accommodate a student who is not registered with the Office of Disability Services. Disability and the law can be very complex and nuanced. Faculty should refer students who disclose a disability to Disability Services, so their eligibility can be assessed. This protects you, the University and the student.

- **Why shouldn't I ask the student about the specific nature of a disability?**

One word: confidentiality. The privacy of students with disabilities is protected by the Americans with Disabilities Act. Students do not have to disclose the nature of their disability. Information about the nature of a student's disability is kept secure at all times in the Office of Disability Services.

FOR ADDITIONAL INFORMATION, PLEASE REFER TO OUR WEBSITE:

<http://www.ds.uncc.edu/FacultyStaff/ReferenceGuide.htm>

Questions or comments? E-mail us at [dissrvcs@uncc.edu](mailto:dissrvcs@uncc.edu) or call 704-687-4355.