

Building Inclusion:

Academic Accommodations of Students with Disabilities



McMaster University has an obligation to make its services available in a manner that does not create artificial barriers and/or discriminate against students with disabilities. Academic accommodations of students with disabilities are facilitated by **Student Accessibility Services (SAS)**. HRES encourages faculty to include a statement regarding the duty to accommodate students with disabilities in the course syllabus to manage expectations and foster a culture of inclusion.

If a student has a disability and is registered with Student Accessibility Services, McMaster is obligated to:

- Reasonably accommodate to the point of undue hardship.*
- Respect and uphold the dignity of the individual seeking accommodation.
- Be creative in fashioning accommodation solutions.
- Consider the liability to the institution if appropriate accommodation is not provided.

* The onus is on the University to prove “undue hardship.” The evidence must show that the undue hardship is objective, real, direct and, in the case of cost, quantifiable. Costs are considered in the context of the University as a whole, not individual Departments, Faculties, or Programs.

Students are responsible for participating in their own accommodation by:

- Registering with Student Accessibility Services (SAS).
- Working with SAS to develop an accommodation plan.
- Informing instructors of the need for accommodation and presenting the letter of accommodation to the instructor as soon as possible (ideally at the beginning of the course or as soon as the accommodation plan is finalized).
- Working with the instructor to implement the accommodation plan
- Meeting the essential requirements of their course and/or program; i.e., demonstrating the knowledge and skills required to meet the course or program learning objectives.

Please note that temporary illnesses or injuries (e.g., mononucleosis or a broken leg) are not included in the definition of disability for the purposes of accommodation at McMaster. These matters, however, may be addressed through the Petition for Special Consideration process. For information regarding Petitions for Special Consideration, please see the Undergraduate Calendar.

For information regarding individual accommodation plans, please contact HRES at hres@mcmaster.ca or visit the Student Accessibility Services website at <http://www.sas.mcmaster.ca>.