



HOLMES UNIVERSITY FLORIDA

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PD81 – Disability Services and Reasonable Accommodation Policy

Policy Code	PD81
Policy Title	Disability Services and Reasonable Accommodation Policy
Domain	A – Academic, Admissions and Student Support
Internal Ref	A.81
Jurisdiction	Florida, United States – Holmes University Florida (HUF)
Version	1.0
Policy Owner	Director of Risk and Compliance, Holmes University Florida
Approved By	Holmes University Florida Board of Directors

1. Related Policies

- PD12 – Student Support (Florida)
- PD34 – Diversity and Equity Policy (Florida)
- PD47 – Access and Participation (Florida)
- PD6 – Appeals and Complaints Procedures (Florida)

2. Purpose and Scope

- 2.1 Holmes University Florida (HUF) does not discriminate on the basis of disability and provides reasonable accommodations to qualified students with disabilities so that they can access and participate in HUF's programs, services and activities. This policy is administered consistent with the Americans with Disabilities Act (including Title III, which applies to HUF as a place of public accommodation) and, where applicable, Section 504 of the Rehabilitation Act of 1973, together with applicable Florida law. HUF applies the Section 504 standards as good practice regardless of federal-funding status.

3. Definitions

- **Disability:** a physical or mental impairment that substantially limits one or more major life activities, a record of such an impairment, or being regarded as having such an impairment.
- **Qualified student:** a student who, with or without reasonable accommodation, meets the essential eligibility and academic requirements of a program.
- **Reasonable accommodation:** a modification or adjustment that provides a qualified student with a disability equal access, short of a fundamental alteration of an essential program requirement or an undue administrative or financial burden.

4. Requesting and Determining Accommodations

- 4.1** A student seeking accommodations self-identifies to HUF and provides reasonable documentation of the disability and of the functional limitations for which accommodation is sought. HUF engages in an interactive process with the student to determine appropriate accommodations on an individual basis. Accommodations may include, for example, extended time for assessments, accessible formats and materials, assistive technology, note-taking support, a reduced course load, or approved use of a service or assistance animal.
- 4.2** Disability-related information is treated as confidential, stored separately from the general academic record, and disclosed only on a need-to-know basis in accordance with the Privacy and Data Protection Policy (PD16). HUF is not required to provide an accommodation that would fundamentally alter an essential requirement of a program, lower academic standards, or impose an undue burden.

5. Grievances, Accessibility and Non-Retaliation

- 5.1** A student who disagrees with an accommodation decision, or who believes they have experienced disability discrimination, may raise the matter under the Appeals and Complaints Procedures (PD6); where Section 504 applies, the student may also file a complaint with the U.S. Department of Education Office for Civil Rights. HUF maintains the accessibility of its facilities consistent with the Physical Resources Policy (PD37) and the ADA, and prohibits retaliation against any person who requests an accommodation or raises a disability-related concern.

Document Control

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