

Rights and Responsibilities

Students with disabilities have the right to:

- Full and equal access and participation in the services and activities of Concordia University, Nebraska
- Reasonable accommodations, and/or auxiliary aids and services
- Privacy and confidential treatment of personal information
- File an appeal or complaint if you have been denied an accommodation or discriminated against on the basis of disability

Students with disabilities have the responsibility to:

- Meet the Concordia University, Nebraska admissions qualifications and essential institutional standards for courses, programs, services, jobs and other campus activities. This includes, but is not limited to: Student Code of Conduct, Residence Hall standards, all academic requirements as written in a syllabus or course guide, degree requirements, General Education requirements and essential functions of student employment.
- Identify themselves as a student with a disability requesting an accommodation.
- Gather information, counsel and assistance related to accommodations and other disability needs.
- Provide current and appropriate documentation by a qualified professional that demonstrates or documents how a disability limits participation in courses, programs, services, jobs and activities.
- Follow published procedures for obtaining reasonable accommodations, auxiliary aids or requests of barrier removal.

The University, faculty and staff, has the right to:

- Establish essential functions, abilities, skills, knowledge and standards for courses, programs, services, jobs and activities or facilities and to evaluate students on this basis.
- Determine the appropriate standards in developing, constructing, remodeling and maintaining facilities.
- Confirm disability status and request and receive current, relevant documentation that supports requests for accommodations, academic adjustments and/or auxiliary aids and services.
- Have appropriate staff discuss students in order to implement requested accommodations (particularly instructional accommodations).
- Deny a request for accommodations or auxiliary aids and services, and/or barrier removal in facilities if the documentation does not demonstrate that the request is warranted, or if the individual fails to provide appropriate documentation.

- Select among equally effective accommodations, academic adjustments and/or auxiliary aids and services.
- Refuse unreasonable accommodations or auxiliary aids and services, and/or facility-related barrier removal requests that impose a fundamental alteration on a program or activity of the University.

The University has the responsibility to:

- Provide information to faculty, staff, students and guests with disabilities in accessible formats upon request.
- Ensure that courses, programs, services, jobs, activities and facilities, when viewed in their entirety, are available and usable in the most integrated and appropriate settings.
- Evaluate students on the basis of their abilities and not their disabilities.
- Respond to requests in a timely manner.
- Provide or arrange reasonable accommodations, academic adjustments and/or auxiliary aids and services for students with disabilities in courses, programs, services, jobs, activities and facilities.
- Maintain appropriate confidentiality of records and communication except where permitted or required by law.
- Establish essential functions, abilities, skills, knowledge and standards.