

Students with Disabilities: Accommodation Resolution and Discriminatory Conduct Protection Processes

Overview

The University of Wisconsin–Stevens Point is committed to creating an accessible university experience for everyone. [Section 504 of the Rehabilitation Act](#) and the [Americans with Disabilities Act \(ADA\)](#) provide that no qualified individual with a disability be denied access to or participation in services, programs, and activities at the University of Wisconsin–Stevens Point.

Accessibility and disability inclusion are shared responsibilities. Everyone at UWSP must work to ensure no qualified student with a disability is denied the opportunity to access or benefit from the university's programs, services, and activities. The Disability Resource Center (DRC) authorizes Faculty Notification Letters (FNL) designed to guide and support an accessible learning environment. Faculty Notification Letters are created by professionals through thoughtful analysis of the learning environment, the available campus support, and the individual student. Faculty are required to provide DRC accommodation determinations for students. Students, faculty, and staff are encouraged to engage in a discussion with DRC staff first should there be questions or concerns.

Dispute Resolution Process for Accommodation Requests

Should a UW-Stevens Point student believe they have been denied reasonable accommodations to access a course, program, service, activity, or space at UW-Stevens Point, they should make early contact with the Disability Resource Center (DRC) to see how concerns can be addressed. DRC staff will work with the impacted students and UWSP staff to help solve accommodation disputes. DRC staff will work with the student to help determine the best process for addressing and resolving any complaints. Often, this resolution process is sufficient to address the accommodation concern.

Accommodation Appeal Process

If the decision is made by the student to submit a formal complaint, this should be made through the [HLC Grievance and Academic Complaint form](#). The Disability Resource Center will continue to support the student within the following processes:

A. Denial of Approved Accommodations by Course Instructor or Academic Program:

If an instructor denies an approved accommodation the student should contact the Disability Resource Center for initial assistance. DRC staff will assist in mediating the students' concerns. If this approach is found unsatisfactory to the student, the student will have the option to appeal next to the Provost or their designee, the University's ADA Coordinator, and ultimately to the Chancellor in that order.

B. Denial of Approved Accommodations for Non-Academic or Extra-Curricular Programs and Activities:

If a student with a disability finds they have been denied an accommodation for a non-academic or extra-curricular activity that prevents them from functioning in programs, services, activities or within space on campus, the student should contact the Disability Resource Center for initial assistance. Disability Resource Center staff will assess the nature of the concern and determine appropriate next steps. If this approach is found unsatisfactory to the student, the student will have the option to appeal to the appropriate Vice Chancellor or their designee, the University's ADA Coordinator, and ultimately to the Chancellor in that order.

C. Appealing a DRC Accommodation Determination

If a student with a disability does not agree with the determination of an accommodation made through the Disability Resource Center, the student should contact the Director of Academic Success for initial consultation. The student will be directed to provide a written summary to formally request reconsideration. The Director of Academic Success will review the accommodation decision or situation and respond to the student's appeal. If the student disagrees with the decision or resolution, the student can appeal to the Dean of University College, the Provost or their designee, the University's ADA Coordinator, and ultimately to the Chancellor in that order.

Discriminatory Conduct (Regents Policy Document (RPD) 14-6 Discrimination, Harassment, Retaliation)

The University of Wisconsin-Stevens Point (UWSP) is committed to fostering an environment that is safe, respectful, and inclusive to all and to educate employees on these important issues. In addition, we are obligated, under Regent policy and federal regulations, to ensure our employees are informed on the issues of unlawful discrimination, harassment, and sexual violence.

If a student thinks that they are being discriminated against, harassed, or retaliated against due to a disability or disability related reporting, they are directed to file a complaint through the [HLC Grievance and Academic Complaint Form \(maxient.com\)](https://www.maxient.com)

Reports of discrimination, harassment, and retaliation are investigated through an assigned investigator who will interview all parties and file a report and/or recommend actions.

At any time, for any perceived discriminatory conduct, the student has the right to submit a formal complaint to the state and/or federal government: the United States Department of Education Office of Civil Rights (OCR), the United States Department of Justice Civil Rights Division (DOJ), the United States Department of Housing and Urban Development (HUD), or the State of Wisconsin Attorney General's Office.