

Documentation and Accommodation Plans

"A university is prevented from employing unnecessarily burdensome proof-of-disability criteria that preclude or unnecessarily discourage individuals with disabilities from establishing that they are entitled to reasonable accommodation."

Guckenberger v. Boston University, 974F.Supp. 106, 135-136 (D. Mass. 1997).

Ensuring that "accommodations" provide effective access requires a deliberative and collaborative process that is responsive to the unique experience of each individual. Review of documentation is provided at MVCC through the disability office. The weight given to external documentation will be influenced by its clarity, internal consistency, and congruence with student self-report and disability professional's observations. MVCC staff are assured that if students are working with the disability office, they have legitimate documentation on file. The review of the accommodative process is reported through the "Accommodation Plan".

Professional staff in the Disability office maintain training with regards to:

- 2008 Amendments to the ADA
- Updated EEOC and DOJ regulations and accompanying guidance
- An individual's ability to perform a major life activity in a similar manner under comparable conditions as "most people in the general population"
- Should not require extensive analysis
- Typically using a common-sense analysis without scientific or medical evidence

Staff may verify with the Disability Services Office about an accommodation or documentation, but is not required to ask students for additional documentation about their disability.