SONORAN UNIVERSITY
OF HEALTH SCIENCES

ADA Accommodations Policy

1. **POLICY STATEMENT/PURPOSE**
   Sonoran University provides equal opportunity to qualified individuals who have a disability and provides reasonable accommodation as appropriate in employment, education and interactions with the university. Individuals with a disability are those who have a physical or mental impairment that substantially limits one or more major life activity, have a record of such impairment, or are regarded as having such impairment.

2. **HISTORY/BACKGROUND**
   Federal laws and regulations, including the Americans with Disabilities Act (ADA) and the Americans with Disabilities Act Amendments Act (ADAAA), provide for individuals with recognized medical conditions, to access equal educational, employment and association opportunities, regardless of their disability, provided they can meet the technical standards required for licensure in that field of study (students), or meet the essential job functions of their respective position. All schools must meet federally mandated obligations to provide reasonable accommodations for and eliminate any discrimination towards such individuals.

   Sources for ADA policy include:

   a. Americans with Disabilities Act of 1990 (ADA), 42 United States Code § 12101 et seq.
   b. EEOC – Title 1 of the Americans with Disabilities Act of 1990
   c. ADA Amendment Act of 2008 (P.L. 110-325)
   d. The Civil Rights Act of 1991, 42 United States Code § 1981, § 2000e; 329 United States Code § 626(e), all as amended
   e. The Rehabilitation Act of 1973, 29 United States Code §§ 701–796
   f. Arizonans with Disabilities Act of 1992, Arizona Revised Statutes § 9–499.02; 41–1492 et seq.

3. **DEFINITION(S)**
   a. **Disability**: a physical or mental impairment that substantially limits one or more major life activities, a record of such an impairment, or being regarding as having such an impairment. Impairments may be episodic or in remission but when occurring need to last a substantial amount of time and rise above the level of nuisance.
   b. **Major life activity**: regular life functions such as caring for oneself, performing manual tasks, manual dexterity and exteroception, breathing, walking, standing, lifting, bending, talking, hearing, seeing, eating, learning, reading, concentrating, communication and thinking. Also included are impairments to major bodily functions and systems caused by chronic health conditions and diseases.
   c. **Substantially limiting**: In accordance with the ADAAA final regulations, the determination of whether an impairment substantially limits a major life activity requires an individualized assessment, and an impairment that is

episodic or in remission may also meet the definition of disability if it would substantially limit a major life activity when active.

d. **Reasonable Accommodations:** modifications or adjustments to processes, environments, and/or functions that provide for equal opportunity to university services, programs and activities while not creating an undue burden upon the university.
    i. Students – Reasonable accommodations may be in the form of modifications or adjustments to the tasks, learning environment or processes that enable a student with disabilities to have an equal opportunity to participate in an academic program but do not fundamentally alter the program of study or exclude components required for licensure in the state of Arizona. Students may also request accommodations in the admissions process. Third party licensure exams are subject to their accommodations processes separate from the university.
    ii. Employees – Accommodations for employees includes assistance or changes to a position, the workplace, and/or the applications & hiring process that will enable an employee to do his or her job despite having a disability but do not create unsafe conditions for patients and customers.
    iii. General Public, Vendors, and Third-Party Contractors – The university will make all reasonable efforts to accommodate any individual with a disability, will follow all requirements of the ADA Standards for Accessible Design to allow for equal access to university facilities, and follow state and federal law for nondiscrimination in Public Accommodations for university events. Activities, and business functions.

4. SCOPE/KEY STAKEHOLDERS

This policy applies to all students, faculty, and staff. Candidates for admission and visitors may also request ADA accommodations in advance of their visit to the college.

5. POLICY ITEMS

a. Accessibility Office - In accordance with this policy, Sonoran University establishes an Accessibility Office to be the point of contact for assistance in all matters pertaining to compliance with this policy. Requests for reasonable accommodations can be made through the Accessibility Office portal or by contacting the appropriate Accessibility Officer (AO).
    i. Accessibility Officers (AO)- The University designates the Dean of Students as the Accessibility Officer (AO) for all student and visitor requests. The Director of Human Resources will be the AO for all faculty and staff requests. Depending on the requestor, these individuals are responsible for receiving and processing all accommodations requests, developing accommodations plans, and coordinating implementation of accommodations throughout Sonoran University. The respective AOs will also work with various departments on implementation of accommodations requiring changes to physical plant, coordination with

departments, and notification. Discrimination - Any individual who believes he or she has been discriminated against by Sonoran University on the basis of disability in violation of this policy may contact the Accessibility Office and/or may report or file a formal Grievance pursuant to university policies, within 120 days of the last act of alleged discrimination. Individuals may also file a complaint with the Arizona Civil Rights Division, the Equal Employment Opportunity Commission, the Office of Civil Rights of the Department of Education, or other agencies designated by ADA laws, within 180 days of the last act of alleged discrimination. (EEOC provides 300 days to file.) Individuals who have complaints may also file private lawsuits in appropriate courts within certain timelines and should consult their legal advisors accordingly.

b. Ad Hoc ADA Implementation Committee – The Accessibility Officer may call for a meeting of the ADA Implementation Committee (AIC), on an ad hoc basis, when formulating difficult or complex plans requiring input or specialized knowledge. The AIC membership shall include, at a minimum, the respective AO who will act as chair for that meeting, the Dean of Students, Director of Human Resources, relevant Program Dean, Vice President of Student Affairs, Vice President of Academic Affairs, and Director of Facilities. Other individuals with relevant knowledge may also serve. It is within the purview of the committee to seek legal assistance.
c. Retaliation - Retaliation against a person who has filed a complaint with the university or outside the university or who is cooperating with/participating in an investigation is prohibited and may be grounds for disciplinary action up to and including termination of employment, academic dismissal, termination of contract, or other appropriate sanctions as warranted.
d. Items not covered by policy – The Americans with Disabilities Act does not provide accommodations that would be considered unreasonable, would violate other's safety and/or health, or would create an undue hardship on the university. Additionally, the university cannot provide accommodations for medical conditions that are inconsistent, unpredictable, or undefinable, and/or are not recognized by the World Health Organization's International Classification of Disease (ICD). The college also does not provide any personal use items, such as prosthetic limbs, wheelchairs, eyeglasses or hearing aids. More specifically, the following items are not covered under this accommodations policy.
    i. Students – Student attending the university are not covered for the following:
        1. Eliminating a technical standard for completion of the program or required for licensure.
        2. Lowering academic standards, waiving attendance requirements, or overriding accreditation criteria that are applied to all students.
        3. Excusing any Code of Conduct policy or clinical behavioral standard that is consistent with professional interactions.
e. Employees – The University will reasonably accommodate qualified individuals with a disability so that they can perform the essential functions of a job unless doing so causes a direct threat to these individuals or others in the workplace and the threat cannot be eliminated by reasonable accommodation or if the accommodation creates an undue hardship to Sonoran University.

6. RESPONSIBILITY FOR IMPLEMENTATION

a. Academics
b. Student Services
c. Facilities
d. Clinic Operations
e. Human Resources

7. RELATED DOCUMENTS

a. Student Handbook – Code of Conduct & Academic Honor
b. Student Handbook – Student Grievances
c. Employee Handbook – Employee Complaints
d. Clinical Handbook – Operations Guidelines

8. NEXT REVIEW DATE

N/A

9. POLICY AUTHOR/CONTACT

Dean of Students – Student Services
Director, Human Resources

10. VERSION CONTROL AND CHANGE HISTORY

Version	Approved by	Date Approved	Date Effective	Amendment Information
1	President's Council	11/20/19	11/20/19	
2	n/a	n/a	7/5/24	Branding Updates
3	n/a	n/a	n/a	Review March 2026, no edits