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Temporary Medical Conditions

Policy Statement

The Office of Disability Services provides accommodations and support to graduate and undergraduate Students with documented disabilities. This policy extends the services of the office to Students who experience a Temporary Medical Condition that impacts their ability to gain access to classrooms, course material, exams or other Student resources. Students who are recovering from surgery, Students who are pregnant, and Students with an injury or severe illness may be able to receive accommodations for the duration of the temporary medical condition.

Entities Affected by the Policy

Students, Faculty, and Staff

Policy Background

No comprehensive policy addressing this issue previously existed.

Policy Procedures

Temporary Medical Condition

In order to initiate a review of accommodations for a Temporary Medical Condition, documentation is required. Accommodations are determined based on the nature of the medical condition on a case-by-case basis.

Students must self-identify to the Office of Disability Services and provide current documentation by a licensed or certified physician and/or specialist who is skilled in the diagnosis that states the Temporary Medical Condition. Documentation should be type written and provided on the medical provider's letterhead with the following information:

1. The most current evaluation/assessment of the Temporary Medical Condition,
2. A description of the current impact of the condition that interferes with the Student's functioning in an academic setting, including any physical limitations;
3. Impact of any medications prescribed that interfere with the Student's ability to meet the demands of an academic setting, and
4. Expected duration of the condition.

Once the documentation is received and assessed, the Student will work with the Director of Disability Services and the Faculty Member to determine the most appropriate accommodations. (NOTE: Each Student's needs are identified on a case by case basis as outlined in the medical documentation received. All approved accommodations are put in writing to Faculty by the Director of Disability Services.)

Pregnancy Policy

One potential Temporary Medical Condition is pregnancy. It is the College's goal to help a pregnant Student have a supportive campus environment throughout the pregnancy, if she wishes to continue attending Manhattanville College. Students who are pregnant should contact the Health Center and the Office of Residence Life as soon as possible. The Health Center staff will refer the Student (and the father) to the appropriate on/off-campus support services to assist the Student to develop a comprehensive prenatal care plan. The Student should provide the College with the most up-to-date contact and physician information in case of an emergency. Additionally, the Student should contact the Office of Disability Services if accommodations are being requested.

For Students who have requested a Medical Leave-of-Absence with the intention of returning to campus after delivery of the baby in a subsequent semester, such leave may be requested through the Academic Advising Office (Founders G-8). For Students who prefer to remain

enrolled in classes for the duration of the pregnancy and after the delivery of the baby, the Student may be eligible for accommodations and support. Such a request can be made through the Office of Disability Services by providing current documentation from a treating licensed medical provider.

Manhattanville College's facilities are limited to single-Student housing and the College is unable to accommodate infants or children in Student housing residence.

Definitions

Disability

- The Americans with Disabilities Act (ADA) defines an individual with a disability as a person who has a physical or mental impairment that substantially limits one or more major life activities, a person who has a history or record of such an impairment, or a person who is perceived by others as having such an impairment.

Temporary Medical Condition

- The Americans with Disabilities Act Amendments Act (ADAAA) states that an individual can meet the definition of having a Disability for a Temporary Medical Condition and, thus, be entitled to accommodations as long as the individual meets the definition of Disability as stated above.

Severe Illness

- Although the ADA does not formally have a definition for severe illness, for the purposes of this policy illness is defined as an injury, impairment, or physical or mental condition that involves either an overnight stay in a medical care facility, or continuing treatment by a health care provider. The condition would prevent the Student from participating in the typical activities required for academic and campus life. The continuing treatment condition may be met by a period of incapacity of more than 3 consecutive days combined with at least two visits to a health care provider or one visit followed by a regimen of continuing treatment. Included in the definition is incapacity due to pregnancy or due to a chronic condition. Other conditions may meet the definition of continuing treatment.

Responsibilities

Student:

- Must self-identify at the onset of the Temporary Medical Condition and is responsible for submitting all requested documentation to the Director of Disability Services.

- Must inform the Director of Disability Services and provide updated supporting documentation to indicate any changes with the Temporary Medical Condition.
- Is responsible for all course requirements and must meet the deadlines determined by the College and Faculty.

Director, Office of Disability Services:

- Will review and assess completed documentation.
- Will provide approved accommodations in writing to Faculty and follow-up with faculty
- Will provide updated accommodations based upon updated documented changes in the Student's Temporary Medical Condition.

Faculty:

- Will work with the Student and the Director of Disability Services in the provision of the approved accommodations.

Violations of the Policy

Violations of this policy would be handled according established College disciplinary procedures in the Employee/Faculty Handbook.

Interpreting and Implementing Authority

Director, Office of Disability Services

Statutory or Regulatory References

Americans with Disabilities Act and Amendments Act (ADA and ADAAA)

Pregnancy Discrimination Act

Policy Adoption Review and Approval

Recommended approval by President's Cabinet on March 3, 2016

Approved by President on March 3, 2016

Editorial changes on April 3, 2016