

Reasonable Accommodation Policy

Contact Information for this Policy:

Contact Human Resources for Employee Accommodations

Contact Disability Services for Student Accommodations

In addition, anyone who believes that they have been wrongly denied an accommodation may file a grievance. [Click to view the ADA/Section 504 Grievance Procedure.](#)

Date Approved: 11-29-2018

Last Revision: 11-29-2018

Last Reviewed: 11-29-2018

Approved by: President

Oversight unit: HUMAN RESOURCES

Purpose

Define accommodation process for students, faculty, and staff.

Applicability

Students, faculty, and staff

Policy

Northern Michigan University is committed to providing students, faculty and staff with disabilities an equal opportunity to participate in and benefit from its programs, services and activities. To that end, Northern Michigan University provides students, faculty and staff with reasonable accommodation in a timely manner when such accommodations are necessary to make the University's programs, services and activities accessible to individuals with disabilities, unless such accommodation would fundamentally alter the nature of the program, service or activity.

Students seeking accommodation should submit their request to the University's Disability Services Office. Students with disabilities may request academic accommodations; housing and dining accommodations; modifications to University policies, rules, and regulations; environmental adjustments such as the removal of architectural, communication, or transportation barriers; and auxiliary aids and services.

Northern Michigan University's Disability Services Office uses an interactive process of consulting with the student and conducts an individualized assessment of each student to determine, on a case-by-case basis, whether and what accommodations can be made to allow a student with a disability to participate in and benefit from the programs, services and activities at Northern Michigan University, and to continue to participate in and benefit from the University's programs, services and activities while receiving treatment for a health condition.

Employees seeking accommodation should submit their request to Human Resources. Anyone who believes that they have been wrongly denied an accommodation may file a grievance. [Click to view the ADA/Section 504 Grievance Procedure.](#)

Grievances should be addressed to:

Student Complaints

Chris Greer, Dean of Students
Section 504 Coordinator
Dean of Students Office
2001 Hedgcock

Faculty, Staff and Applicant Complaints

Janet Koski, Director of Diversity, Equity and Inclusion
Equal Opportunity Officer and Title IX Officer
Section 504 Coordinator
Equal Opportunity Office
105 Cohodas

Retaliation against anyone who files a grievance or cooperates in the investigation of a grievance is prohibited.