DISABILITY SUPPORT SERVICES

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Learning Disabilities Specialist

Office Locations & Hours:
STCM 222H, M-F 8:00 AM–4:30 PM
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Disability Support Services

- Academic Accommodations
- Assistive Technology
- Community Resources/Referrals
ACADEMIC ACCOMMODATIONS

- Letters of Accommodation are given to instructors by students
- Accommodations are specific to each student & disability
- Students are required to request new letters each semester
- Letters should be destroyed/shredded when the student is no longer in the class
**Examples of Classroom Accommodations:**

- Extended time on tests
- Access to instructor’s notes
- Use of a volunteer peer note-taker
- Use of a tape/digital recorder for lectures
- Testing in a quiet, non-distracting location (the Academic Support Center’s Testing Center—Room 212 NLIB)

http://www.alamo.edu/nlc/dept/aa/asc/Testing_index.html
The Americans with Disabilities Act & The Rehabilitation Act of 1973, Section 504

**ADA**
- The ADA prohibits discrimination on the basis of disability in employment, State and local government, public accommodations, commercial facilities, transportation, and telecommunications.
- To be protected by the ADA, one must have a disability or have a relationship or association with an individual with a disability. An individual with a disability is defined by the ADA as a person who (1) has a physical or mental impairment that substantially limits one or more major life activities, (2) a person who has a history or record of such an impairment, or (3) a person who is perceived by others as having such an impairment.
- Higher education institutions are required to make reasonable modifications in policies, practices, or procedures, unless an entity can demonstrate that making such modifications would fundamentally alter the nature of the goods, services, facilities, privileges, advantages or accommodations involved.

**504**
- The Rehabilitation Act prohibits discrimination on the basis of disability in programs conducted by Federal agencies, in programs receiving Federal financial assistance, in Federal employment, and in the employment practices of Federal contractors.
- Section 504 states that "no qualified individual with a disability in the United States shall be excluded from, denied the benefits of, or be subjected to discrimination under" any program or activity that either receives Federal financial assistance or is conducted by any Executive agency or the United States Postal Service.

Source: http://www.ada.gov/cguide.htm
# The Americans with Disabilities Act Amendments Act, 2008 (ADAAA)

<table>
<thead>
<tr>
<th>ADA of 1990</th>
<th>ADAAA of 2008</th>
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<tr>
<td>Definition of Disability: a physical/mental impairment that <strong>substantially limits</strong> a major life activity of an individual.</td>
<td>Definition of Disability: the term <strong>“substantially limits”</strong> shall apply to a less demanding standard and shall cover a broad range of individuals.</td>
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<td><strong>Mitigating measures</strong> (meds/devices) were taken into account in determining if a person was substantially limited.</td>
<td><strong>Mitigating measures</strong> are not taken into account in determining if a person is substantially limited (except for ordinary eyeglasses/contacts.)</td>
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<td>“Major Life Activity” must be “of central importance to most people’s daily lives.”</td>
<td>“Major Life Activity” includes a non-exhaustive list such as seeing, hearing, eating, sleeping including “major bodily functions” (ex. immune/endocrine system.)</td>
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<td>Limited in <strong>more than one</strong> major life activity in some courts. Episodic or intermittent impairments <strong>not included</strong>.</td>
<td>Only needs to limit <strong>one</strong> major life activity. Episodic/intermittent impairments included (if limited during active state.)</td>
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<td>Covered those <strong>“regarded as having a disability”</strong> but required a high burden of proof in being limited/discriminated against.</td>
<td>“<strong>Regarded as</strong>” applies whether it is an actual or perceived disability regardless of whether or not it limits a major life activity. Transitory/minor impairments excluded.</td>
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Source: [www.nacbddd.org](http://www.nacbddd.org)