

## **Policy: Accommodating Individuals with Disabilities**

Rev. academic year 2021-22

The NM School of Radiation Therapy seeks to foster a culture of inclusiveness that welcomes people with disabilities and reflects the community it serves. It is the program's policy to comply with all federal, state, and local laws applicable to accommodating students with disabilities, including the Americans with Disabilities Act and the Americans with Disabilities Amendments Act.

It is the responsibility of the student to inform his/her program director if an accommodation is needed to perform essential functions. The student will be required to submit documentation from his or her medical provider regarding the student's limitations. All medical information received will be treated as confidential in accordance with NMHC policy and any applicable laws. Upon receiving a request for an accommodation, the program director will work with the qualified disabled individual to consider and, where appropriate, offer a reasonable accommodation for the known qualifying physical or mental limitations unless to do so would create undue hardship for the program.

Specific concerns pertaining to services for people with disabilities or any disability issue should be directed to the Manager of the NM Clinical Schools & Programs.

### **Definitions:**

Disability: any physical or mental impairment that substantially limits one or more of the major life activities of an individual.

Disabled individual: a person who has such an impairment, has a record of such an impairment, or is regarded as having such an impairment.

Essential functions: Those duties that are fundamental to the performance of the job.

Qualified person with a disability: an individual with a disability who, with or without a reasonable accommodation, meets the academic and technical standards requisite for admission or participation in the institution's educational program or activity.