

## Supporting Student Access: A Faculty & Staff Reference Guide

### Key Principles

- Equity ≠ Equality: Equity ensures students receive the support they need to succeed, not the same support.
- Accommodations = Access: Designed to level the playing field, not offer an advantage.
- Academic Integrity: Accommodations do not change course expectations or learning objectives.
- Legal Compliance: Providing accommodations is both ethically essential and federally required (ADA & Section 504).

### Common Accommodations

- Extended testing time
- Distraction reduced environment for testing purposes
- Peer note-taking
- Preferential seating
- Assistive technology

### Accommodations that require faculty input:

- Assignment extensions
- Alternate participation or material formats
- Lecture recordings (when academically feasible)

These are handled through a collaborative process with Accessibility Services to preserve course integrity.

### Addressing Concerns

- Extended Time on Exams: Not a bonus—it's a necessary support for those with anxiety, attention deficits, or processing delays.
- Fairness vs. Equity: Fairness comes from individualized support, not equal treatment.
- Accommodations ≠ Advantage: They mitigate barriers, not alter expectations.

### Faculty & Staff Responsibilities

- Maintain Confidentiality: Disability information is protected under FERPA. Only share with consent and when necessary.
- Collaborate Thoughtfully: Accessibility Services will consult with faculty if a student's accommodation impacts instruction.
- Refer, Don't Decide: Students should be referred to Accessibility Services. Faculty and staff should not independently approve accommodations.
- Respond Promptly: Engage with communication from Accessibility Services, especially regarding testing or adjustments.

### Resources & Contacts

- Accessibility Services (Office of Belonging): Coordinates all accommodations
- Counseling Center: Mental health support
- Title IX Office: Pregnancy
- MPRE & Bar accommodations: Accessibility Services [access@miami.edu](mailto:access@miami.edu)
- Visit the 'Faculty & Staff' section on the Accessibility Services website for full guides.