

"disability" means:

1. any degree of physical disability, infirmity, malformation or disfigurement that is caused by bodily injury, birth defect or illness and, without limiting the generality of the foregoing, includes diabetes mellitus, epilepsy, a brain injury, any degree of paralysis, amputation, lack of physical co-ordination, blindness or visual impediment, deafness or hearing impediment, muteness or speech impediment, or physical reliance on a guide dog or other animal or on a wheelchair or other remedial appliance or device;
2. a condition of mental impairment or a developmental disability;
- 3.

"undue hardship" means the point to which accommodations must be provided by an institution for students with disabilities under the Ontario *Human Rights Code*. The following elements may be considered in determining if providing an accommodation would cause undue hardship:

- (i) The cost of providing the accommodation;
- (ii) The availability of outside sources of funding, if any; and
- (iii) Health and safety requirements, if any.

Inconvenience, potential negative reaction from faculty, staff or other students, or third party preferences are not considered in the test of undue hardship.

Purpose/Reason for Policy:

To outline the university's approach to providing appropriate academic accommodations for students with disabilities as part of the university's commitment to accessibility and equity.

Scope of this Policy:

This policy applies to undergraduate and graduate students, enrolled in academic courses or activities for credit at Queen's University, including those studying on a full or part-time basis, on exchange, or through other international agreements, who:

- have documentation from a regulated health care professional(s) in the applicable field(s) verifying that the student has functional limitations due to a disability or diagnosed health condition, or
- whose symptoms are being monitored in the health care professional's belief that the functional limitations being experienced by the student are related to a disability or diagnosed health condition.

This policy applies to all students engaged in academic activities at the university, inclusive of classes, laboratory work, research, examinations, fieldwork, 5yrweW*nB/F3 11.04 Tf1 0 0 1 72.C

for students with disabilities to the point of undue hardship. Requests for retroactive accommodations will be considered.

This policy affirms students' rights to be treated with dignity and respect, to have their privacy and confidentiality protected, to receive appropriate academic accommodations based on documented functional limitations associated with their disabilities without being required to disclose a diagnosis.

The policy outlines students' responsibility to make the university aware of their needs, as soon as the need is apparent so that the university can develop and implement accommodations that uphold essential academic requirements and standards.

The university is committed to ensuring that students with disabilities have an equitable opportunity to fulfill the essential academic

Advises, and seeks advice from, instructors, academic supervisors and other academic personnel (e.g., department heads, deans, SGS) on matters related to academic accommodations for students with disabilities;
Consults with undergraduate and graduate academic units and/or Faculties/Schools on the essential academic requirements and standards of a course or program of study;
Advises units on non-academic accommodations for students with disabilities (e.g.

