ADA and Section 504 Foundations for Higher Education
Training & Certification Course Agenda

Description:
ADA and Section 504 Foundations for Higher Education is a one-day course designed to provide Title IX Coordinators and administrators with a comprehensive overview of disability laws that govern the institution's work to provide reasonable accommodations in postsecondary academic settings.

This course will serve the needs of Title IX Coordinators who are also designated as their institution's Section 504 Coordinator, or others whose job responsibilities require a solid grounding in accessibility work on their campus. This course is also helpful to others who seek an introduction to the federal laws that govern access to the institution's education program and activity for individuals with disabilities. Although this course will primarily focus on student-facing accommodations, the principles covered apply to employee-facing accommodations, as well.

ATIXA’s expert faculty members will begin with the legal frameworks that apply to accessibility work and discuss the roles and responsibilities required for recipients of federal funding. ATIXA faculty members will then thoroughly walk through the principles and elements that comprise the interactive process for determining reasonable accommodations and how to effectively implement the process in higher education settings.

Additionally, participants will explore the elements required for a well-developed grievance process for individuals who believe that they have been discriminated against on the basis of disability, including best practices in organizational structure.

Finally, faculty will discuss how the accommodation process can be used to support individuals who require support based on pregnancy and related conditions.

Learning Outcomes:
After completing this course, participants will be able to…

▪ Understand the role of the ADA and 504 Coordinator as distinct from the Disability/Accessibility Services Coordinator Role, and how those roles may work with the Title IX Coordinator

▪ Identify the elements required to create an appeal process for accommodation challenges and a grievance process for disability-related harassment and discrimination complaints
- Explain the interactive process to determine reasonable accommodations for qualified individuals with a disability, including working with campus stakeholders to implement accommodations
- Assess what it means to be a student who is pregnant or has a related condition and what is required when responding to pregnancy-related accommodation requests
- Anticipate the intersection of academic standards and community standards

11:00 AM – 6:00 PM

Introduction
- Equity Framework
- Equal Results v. Equal Opportunities
- Universal design concepts

Section 504 & Other Disability Laws Overview
- Section 504 of the Rehabilitation Act
- The Americans with Disabilities Act (ADA), Titles I, II, III
- The Fair Housing Act (FHA)
- State Laws

Roles and Responsibilities: Section 504/ADA Coordinator vs. Disability/Accessibility Services Coordinator
- Section 504/ADA Compliance Oversight
  - Administrative Requirements
  - Compliance Requirements
- Group Discussion

Disability Overview
- Qualified Individual with a Disability
- Impairment vs. Disability
- “Record of” vs. “Regarded as” Having an Impairment

The Interactive Process: Determining Reasonable Accommodations
- Notification of need for accommodations
- Documentation and verification of an individual’s disability
- Standards for documentation
- What to do with a student’s K-12 Individualized Education Plan?
- Interactive Process
- Adequately engaging in the interactive process
- Fundamental Alteration
- Undue administrative burden or financial hardship
- Assessing Accommodation Effectiveness
- Documentation
- Implementing Accommodations
- Temporary Accommodations
- Communication
- Case Studies

**504/ADA Grievance Process Oversight**
- Grievance Policy
- Investigating and Responding to Section 504 Grievances

**Pregnancy and Related Conditions**
- Title IX Regulatory Language Overview
- Recent OCR Resolutions and Key Lessons
- Athletics & Pregnancy

**Intersection with Adjacent Community Standards**
- Academic and Technical Standards
- Student Conduct Standards
- Employment Essential Job Functions

Note: Training will include one morning and one afternoon break (approximately 15 minutes each) and a one-hour lunch break. Training start and end times for in-person events are determined by the host site. All virtual training sessions take place from 11 AM – 6 PM ET unless otherwise specified.