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

Description:
ATIXA’s expert faculty members will lead participants through discussions of a variety of intersectional issues involving students and employees with disabilities. Topics include, but are not limited to, responding to mental health issues, housing and dining accommodations, website accessibility, and navigating the presence of animals on campus.

Participants will engage in a variety of faculty-led applied learning exercises to test their understanding of these complex matters and practice applying appropriate decision-making frameworks and problem-solving skills to address them in both a supportive and legally compliant manner.

Participants are expected to have foundational knowledge about disability law in education settings from either attending the ADA and Section 504 Foundations for Higher Education course or via other educational or experiential means.

Learning Outcomes:
After completing this course, participants will be able to…
- Respond to conduct issues that present for students with disabilities
- Explain the required steps for an institution to involuntarily remove a student or employee with a disability, as well as identify common compliance pitfalls and best practices
- Evaluate requests for academic accommodations, including those that would be a fundamental alteration
- Distinguish between service animals and emotional support animals
- Understand the institution’s obligations to make websites accessible
- Identify reasonable accommodations in housing and/or dining programs

Course Topics

Overview and Refresh
- Equity Framework
- Interactive Process
504/ADA Grievance Process

Addressing Intersections with Mental Health Issues
- Interactive Process is Separate from Conduct Processes
- Navigating Conduct Processes
- Medical Leave Policies
- Medical Leaves/Withdrawals: Voluntary and Involuntary
- Direct Threat Test/Legitimate Safety Concern/Risk
- Returning from Medical Leaves
- Case Study
- Applying These Concepts to Employee Conduct Issues/Fitness-for-Duty Determinations

Academic Accommodations
- Academic and Technical Standards
- Interactive Process
- Fundamental Alteration Analyses
- Implementing Accommodations
- Case Studies

Advanced Topics and Contexts: Animals on Campus
- Service Animals and Emotional Support, Therapy, & Companion Animals Overview
- Legal Requirements Under Federal Laws
- Inquiries about Service Animals and Acceptable Questions
- Forms and Documentation
- Limitations
- Rights of Individuals with a Disability and Service Animals
- Documentation for Emotional Support Animals
- Owner Obligations for Emotional Support Animals
- Case Studies

Advanced Topics and Contexts: On-campus Housing and Dining Services
- Single Room Requests
- Dining Accommodations
- Restroom-related Issues
- Case Study

Advanced Topics and Contexts: Web Accessibility
- Legal Requirements and Guidance
Best Practices

**Advanced Topics and Contexts: Common Challenges**

- Supporting Deaf/Hearing-Impaired Individuals
- Supporting Blind/Vision-Impaired Individuals
- Addressing COVID/Long COVID
- Addressing Physical Accessibility Issues

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.