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

Review of ADA and Section 504 in Higher Education
- Core Concepts Refresher
- Equity Framework
- Four Key Laws
- Interactive Process
- ADA/504 Accommodation Dispute
- ADA/504 Grievance Process

**Intersections with Mental Health**
- Psychiatric Disabilities and Mental Health
- ADA/504 Guidelines Regarding Mental Illness
- Safety Concerns
- Harm to Self/Suicidality
- Threat to Others
- Types of Assessment

**Intersections of Disability and Conduct**
- Interactive Process vs. Conduct Process
- Role of Student Conduct Process
- Employee Mental Health and Conduct
- Fitness Examinations
- ADA “Direct Threat” Test

**Leave Protocols**
- Medical Leave Policies and Procedures
- Initiating Voluntary Medical Leave
- Initiating Involuntary LOA/Withdrawal
- Elements for Involuntary Medical Leave
- Return from Leave
- Case Studies

**Academic Accommodations**
- Academic and Technical Standards
- Documentation
- Accommodation Determination
- Fundamental Alteration Analyses
- Implementing Accommodations
- Common Academic Accommodations
- Case Studies

**Animals on Campus**
- Service Animals vs. Emotional Support Animals
- Legal Requirements Under Federal Laws
- Case Studies
Web Accessibility
- Legal Requirements and Guidance
- Evolving Laws, Guidance, and Enforcement
- Accessible Design Examples
- Tips for Institutional Planning and Governance
- Case Study

On-campus Housing and Dining Services
- Housing Accessibility and Considerations
- Single Room Requests
- Dining Hall Accessibility
- Dining Accommodations
- Case Study

Other Accessibility Topics
- Supporting Deaf/Hard-of-Hearing Individuals
- Sign Language and Interpreters
- Supporting Blind/Vision-Impaired Individuals
- Universal Design Approaches
- Other Common Accommodations
- Physical Accessibility Challenges
- Addressing Long COVID
**Other Accessibility Topics**

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

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.