



Association of
Title IX Administrators

Reasonable Accommodations in the Title IX Process

20 Minutes to... *Trained*



YOUR FACULTY

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Strategic Risk
Management Solutions



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ACCOMMODATIONS

- An adjustment or modification made to a task, environment, curriculum, or process to allow for meaningful, equitable access and participation for an individual based on a proven need
- Accommodations can be religious, physical, mental or emotional, academic, or employment-related and are often required by law
- Accommodations are distinct from supportive measures in the Title IX process
- **Reasonable accommodations** do not fundamentally alter the program or activity or unduly burden a recipient

ACCOMMODATIONS AND TITLE IX

- Policies, Procedures, and Correspondence
 - Explicitly mention reasonable accommodations are available in all stages of the grievance process
 - List appropriate resources for various accommodations
 - Ensure published policies are usable and accessible
- Web and Printed Information
 - Link to appropriate resources for various accommodations
 - List information about reasonable accommodations on a Title IX FAQ page
- Have a clear process for receiving and responding to accommodation requests
 - Document all requests and responsive actions

TITLE IX CONSIDERATIONS

- Reasonable accommodations must not fundamentally alter or provide for inequity in the grievance process
- What might need to be accommodated?
 - Report Forms
 - Timelines
 - Process Correspondence
 - Access to Information in the Investigation or Hearing
 - Physical Space
 - Technology
 - Language
- Communication is key

IMPLEMENTING ACCOMMODATIONS

- Make sure individuals know reasonable accommodations are available and the process to request them
- Work with each requestor to identify appropriate, available, and reasonable accommodations
- Carefully evaluate requests on a case-by-case basis
- Collaborate with disability or other appropriate professionals to determine and implement reasonable accommodations
- Provide a mechanism for an individual to request a modification to an accommodation or to request additional accommodations as necessary

EXAMPLES OF ACCOMMODATIONS

- Longer or more frequent breaks during meetings
- Extra support persons
- Assistance filing complaint
- Assistive technology
- Written interview questions
- Meeting in a physically accessible space
- Delaying the process for a religious observance
- Printing documents in larger font
- Extra time to review and respond to documents
- Interpreter services



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Questions?

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