

## **RIGHTS AND RESPONSIBILITIES OF QUALIFIED INDIVIDUALS WITH DISABILITIES**

### *Qualified individuals with disabilities at the University of New Hampshire have the right to:*

- Equal access to courses, programs, services, jobs, activities, and facilities offered through the University;
- An equal opportunity to work and to learn, and to receive reasonable accommodations, academic adjustments, and/or auxiliary aids and services;
- Appropriate confidentiality of all information regarding their disability and to choose to whom, outside of the University, information about their disability will be disclosed, except as disclosures are required or permitted by law;
- Information, reasonably available in accessible formats.

### *Qualified individuals with disabilities at the University of New Hampshire have the responsibility to:*

- Meet qualifications and maintain essential institutional academic and technical standards for courses, programs, services, jobs, activities, and facilities;
- Identify as an individual with a disability when an accommodation is needed and to seek information, counsel, and assistance as necessary;
- Demonstrate and/or document (from an appropriate professional) how the disability limits (functional limitation/s) their participation in courses, programs, services, jobs, activities, and facilities;
- Follow published policies and procedures for obtaining reasonable accommodations, academic adjustments, and/or auxiliary aids and services.

## **RIGHTS AND RESPONSIBILITIES OF THE UNIVERSITY OF NEW HAMPSHIRE**

### *The University of New Hampshire has the right to:*

- Identify and establish essential functions, abilities, skills, knowledge, and academic and technical standards for courses, programs, services, jobs, activities, and facilities and to evaluate faculty, staff, and students on this basis;
- Request and receive, through Office of Disability Services for Students (in addressing student needs) at 118 Memorial Union Building or the Disability Contact Liaison at UNH-Manchester, current documentation that supports requests for accommodations, academic adjustments, and/or auxiliary aids and services;
- Request and receive, through the Affirmative Action and Equity Office, 305 Thompson Hall current documentation that supports requests for accommodations, academic adjustments, and/or auxiliary aids;
- Deny a request for accommodations, academic adjustments, and/or auxiliary aids and services if the documentation demonstrates that the request is not warranted, or if the individual fails to provide appropriate documentation;
- Select among equally effective accommodations, adjustments, and/or auxiliary aids and services;
- Refuse an unreasonable accommodation, adjustments, and/or auxiliary aids and services that impose a fundamental alteration on a program or activity of the University or an undue hardship on the operation of the University.

### *The University of New Hampshire has the responsibility to:*

- Provide information to faculty, staff, students, and guests with disabilities in accessible formats upon request;
- Ensure that courses, programs, services, jobs, activities, and facilities, when viewed in their entirety are available and usable in the most integrated and appropriate settings;
- Provide or arrange reasonable accommodations, academic adjustments, and/or auxiliary aids and services for faculty, staff, students, and guests with disabilities in courses, programs, services, jobs, activities and facilities;
- Maintain appropriate confidentiality of records and communication.

*Source:* Pennsylvania State University modified for the University of New Hampshire

**FOR EDUCATIONAL PURPOSES. INTERNAL DISSEMINATION ONLY.**  
**University of New Hampshire, Affirmative Action and Equity Office**  
**Updated November 2009**