

Guideline for Student Accommodation on Non-Disability Grounds

Student Accommodation Request Guideline

A student may make an accommodation request to address an accessibility need on any ground listed in the Alberta Human Rights Act, including race, religious beliefs, colour, gender, gender identity, gender expression, physical disability, mental disability, age, ancestry, place of origin, marital status, source of income, family status or sexual orientation (the “protected grounds”).

Access and Disability Resources regularly addresses both physical and mental disability, but no specialized department exists for the other protected grounds (the “non-disability grounds”), and accommodation requests related to non-disability grounds must be considered by individual faculty members.

If **arising within a course**, a student may make an accommodation request to address an accessibility need on non disability protected grounds by submitting an accommodation request, in writing, to the instructing faculty. If **arising outside a course**, the student can make a request to the Office of Human Rights.

Prior to making an accommodation request, a student is responsible for reviewing the [Human Rights and Accessibility Policy](#), and the related procedures. A student is expected to make an accommodation request with enough notice to implement the accommodation. A written accommodation request should include information that can support the recipient in understanding and implementing the accommodation request.

On making an accommodation request, a student is responsible for participating in dialogue about possible reasonable accommodation with both the recipient and any University areas whose assistance is needed, including the Office of Human Rights.

Upon receiving an accommodation request from a student, the recipient will meet with the student and determine reasonable accommodation, if any is available. The recipient may consult with the Office of Human Rights for guidance.

Where a reasonable accommodation is determined, the recipient will provide to the student a written communication outlining the reasonable accommodation, which will be signed by the student, with a copy retained by the recipient and provided to the Office of Human Rights, at the discretion of the recipient. Where no reasonable accommodation can be found, the recipient will provide to the student a written communication outlining the decision, a copy of which may be provided to the Office of Human Rights at the discretion of the recipient.

Background

MacEwan University is committed to supporting the success of its students, faculty, and staff, through maintaining an inclusive and accessible environment. Generally, we strive for an environment that is universally accessible, but at times rules, standards, policies and physical environments may have an unforeseen negative impact on individuals. Where these rules, standards, policies, or physical environments restrict equal access to individuals due to grounds protected by the Alberta Human Rights Act, accommodation allows changes to be made to ensure that MacEwan is accessible.

The duty to accommodate arises under the Alberta Human Rights Act and applies to postsecondary institutions. Accommodation does not require that academic or non-academic standards be lowered or relieve a student of the responsibility to develop essential skills and competencies. MacEwan University is committed to fulfilling its duty to accommodate and will work with impacted individuals to find a reasonable accommodation to the point of undue hardship.

For further information, please contact the Office of Human Rights at humanrights@macewan.ca

Additional reading material can be accessed via the Alberta Human Rights Commission website: albertahumanrights.ab.ca

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