

Reasonable Accommodation Policy

MassArt is committed to providing equal access to employment and educational opportunities for otherwise qualified persons with disabilities. We recognize that individuals with disabilities may need reasonable accommodations to have equally effective opportunities to participate in or benefit from educational programs, services, activities and employment.

For the purposes of this Policy, the following definitions apply:

Individual with a Disability

A person who has a physical or mental impairment that substantially limits one or more major life activities, has a record of impairment, or is regarded as having an impairment. Examples of disabilities include, but are not limited to: alcoholism; asthma; blindness or other visual impairments; cancer; cerebral palsy; depression; diabetes; epilepsy; hearing or speech impairments; heart disease; migraine headaches; multiple sclerosis; muscular dystrophy; orthopedic impairments; paralysis; thyroid gland disorders; tuberculosis; loss of body parts.

Qualified Individual with a Disability

An employee or applicant who satisfies the skill, experience, education, and other job-related requirements of the position held or desired, and who, with or without reasonable accommodation, can perform the essential functions of that position; a student who meets the academic and technical standards requisite for admission or participation in the institution's educational program or activity.

Reasonable Accommodation

Modifications or adjustments to an application process, job, work environment, academic program or activity, or a course of study, that permit a qualified individual with a disability to perform the essential functions of a position or to enjoy the benefits and privileges of employment or education equally with persons without disabilities.

Undue Hardship

MassArt is required to make reasonable accommodations to qualified individuals with disabilities unless doing so would impose an undue hardship on the operation of MassArt's business. Undue hardship means an action that requires significant difficulty or expense when considered in relation to factors such as MassArt's overall size, financial resources, and the nature and structure of its operation.

Interactive Process

An on-going communication between MassArt and an individual with a documented disability in an effort to provide reasonable accommodation, auxiliary aids, or academic adjustments.

Students in need of ADA accommodations should contact [Student Accessibility Services](#) within the [Academic Resource Center \(ARC\)](#).

Faculty and staff in need of ADA accommodations should contact [Human Resources](#).

For more information about MassArt's Reasonable Accommodation Policy, please visit the [Equal Opportunity, Diversity and Affirmative Action Plan](#), page 47.