

Disability Resources Grievance Process

Introduction

Oberlin College has a firm commitment to diversity and inclusiveness for all students. The College is committed to the academic success, personal growth and learning, and the general well-being of all students. Therefore, the College maintains the following grievance process for students who believe their accommodation request to the Office of Disability Resources warrants further review. This grievance process is in pursuit of the College's requirement under the Americans with Disabilities Act ("ADA") and Section 504 of the Rehabilitation Act to provide reasonable accommodations and an interactive process in determination thereof.

Nondiscrimination Policy Notice

Under Oberlin policies and applicable federal and state law, Oberlin prohibits discrimination and harassment based on the following categories: race, color, sex, marital status, religion, creed, national origin, disability, age, military or veteran status, sexual orientation, family relationship to an employee of Oberlin College, genetic information, and gender identity and expression.

Grievance Process

Oberlin College is committed to providing opportunities for personal growth and civil discourse, and this process is viewed in those terms. If a student wishes to request an administrative review of their accommodation determination, the student must make the request themselves and are expected to be the main participant in conversations. Therefore, while parents may participate in the iterative process with an appropriate signed release, students must be present for all conversations and discussions, be fully involved in all dialogue, and will also be included in all electronic communications. Parental participation in the grievance process will not serve as a replacement to a student's participation.

If a student disagrees with the academic or Housing and Dining accommodation determination, the following grievance process *must* be followed in order. After each meeting, the student will receive a written summary of the conversation and the outcome.

1. Students must schedule and attend an appointment to speak with the Director of Disability Resources. If the Director of Disability Resources upholds the initial determination on the student's accommodation request, the student's grievance process may continue at the second step.

2. If after meeting with the Director, the student wishes to pursue further redress, the student must schedule an appointment with the Director's supervisor, currently Matthew Hayden, Associate Dean of Students.

3. If after meeting with the Associate Dean of Students, the student wishes to pursue further redress, the student must schedule an appointment with the campus ADA coordinator, currently Dr. Rebecca Mosley. Dr. Mosely oversees the Oberlin College Policy on Discrimination and Harassment and will review the matter with this Policy in mind. Dr. Mosely will also review the matter to ensure that appropriate academic adjustments or accommodations are available to our community. Dr. Mosley's determination will serve as the College's final determination.

If at any time in the process, the student submits new information (e.g. documentation) or requests, the student must restart the grievance process with step one, a meeting with the Director of Disability Resources.

Truthful and Accurate information

Allegations that are not accurate and truthful can have a negative impact on the individuals involved and the College community. Individuals who make false allegations within their accommodation request or grievance process are subject to discipline.

REV. 2/26/20