

## **EMU NURSING DEPARTMENT POLICY ON STUDENTS WITH DISABILITIES**

The EMU nursing department is committed to supporting our students' success while remaining in compliance with the Americans with Disabilities Act and the 2008 ADA Amendments Act. It is the student's responsibility to notify the faculty of a known disability that may need accommodation. If the student believes that he or she cannot meet one or more of the Core Performance Standards without accommodations, the student will meet with their academic advisor or the Program Director and the EMU Officer of Disabilities Services to determine what accommodations can be reasonably made. The EMU Officer of Disabilities Services makes a recommendation for accommodations, and the Program Director holds the responsibility for the final determination of reasonable accommodations.

The ability to provide reasonable accommodations varies with size and resources available to an institution. Reasonable accommodations will be made unless doing so will fundamentally alter the nature of the nursing program or result in an undue burden. The following are examples of reasonable accommodations:

- Assuring that facilities are readily accessible for use by individuals with disabilities
- Restructuring or altering clinical experiences
- Modifying academic program plans
- Modifying examinations including location, timing and testing conditions
- Giving supplementary learning materials
- Providing qualified readers or interpreters

EMU Nursing may not always be able to arrange accommodations due to contractual limitations or obligations with clinical agencies, unavailability of resources, and other limitations that would make the accommodation(s) unreasonable under the circumstances. However, we are committed to clearly communicating with students who have disabilities about what a reasonable accommodation is and what resources are or are not available for accommodating the disability.

Accommodations for exams: For testing accommodations on the nursing licensure exam, students should refer to an individual state's Board of Nursing guidance documents on accommodations for NCLEX. EMU nursing requires the same disability documentation and follows recommendations for accommodations set out by the Virginia Board of Nursing in considering accommodations for exam-taking in the nursing program. At EMU, all nursing exams are delivered using a computer to prepare students for the computerized NCLEX nursing licensure exam. Reasonable accommodations, with appropriate documentation of need, may include extended time, a private room, frequent breaks, and/or a reader.

Approved by EMU Nursing Faculty Oct. 9, 2020