

### **Disability Access**

It is Missouri Southern State University's policy to provide access to its programs and facilities to all students, faculty, staff and guests so that no one shall, solely by reason of disability, be denied access to, participation in or the benefits of any program or activity. Students, faculty, staff and guests shall receive reasonable accommodations to provide equally effective access to educational opportunities, programs and activities in the most integrated setting appropriate unless provision for reasonable accommodation would constitute an undue hardship on the University or would substantially alter essential elements of the academic program or course of study or would otherwise compromise academic standards. This policy shall apply to all programs, services and activities of the University, including, but not limited to recruitment, admissions, registration, financial aid, academic programs, advising, counseling, student health, housing and employment.

This policy is intended to be consistent with Section 504 of the Rehabilitation Act of 1973, which states that no recipient of federal financial assistance may discriminate against qualified individuals with disability solely by reason of a disability. This policy is also intended to be consistent with Title II of the Americans with Disability Act of 1990 and the Missouri Human Rights Act. To the extent it is inconsistent with said laws, the legal requirements and standards shall govern.

If you are an individual with a disability and require a reasonable accommodation, please contact Judy Elimelech, Coordinator for Disability Services in the Learning Center (417.659.3725).

In accordance with the policies and procedures that govern Missouri Southern as a whole, students and faculty members who feel that they have not been accorded their due rights are entitled to grieve the action or lack of action against them. Grievances that are related to an individual's disability, the services provided to him/her or the provision of these services, should follow the procedure outlined in Procedure 9.01 when the circumstances relate to academic issues. All other issues (i.e. housing, sporting events, facility access, etc.) should follow the grievance procedures outlined in Procedure 9.02. Information about these procedures is available from the Coordinator for Disability Services, the Dean of Students or the Vice President for Academic Affairs or our website: [www.mssu.edu/disabilityservices](http://www.mssu.edu/disabilityservices).

### **Policy Changes**

The University reserves the right to make changes as required in course offerings, curricula, academic policies and other rules and regulations affecting students to be effective whenever determined by the University. These changes will govern current and formerly enrolled students. Enrollment of all students is subject to these conditions.

