

## INDIVIDUALS WITH DISABILITIES

Oakland City University actively supports the Americans with Disabilities Act which protects qualified individuals with disabilities from discrimination in the participation of the University's programs, activities and services (including extracurricular activities). Oakland City University will work with students and other associates to provide reasonable accommodations as provided in the Act.

If a student or another associate believes he/she needs accommodations or otherwise has a concern or issue regarding the ADA, they should notify the Section 504 Coordinator. Contact information for the Section 504 Coordinator may be obtained from the Office for Academic Affairs.

### **Discrimination Based on Race, Sex, or Disability**

Title VI of the Civil Rights Act of 1964 forbids racial discrimination in colleges and universities receiving federal funding. Title IX of the Education Amendments of 1972 forbids sex discrimination. The Office of Civil Rights for the United States Department of Education ("DOE") requires that schools ensure that discrimination because of race, sex, or disability does not exist in such areas as admissions, access of students to educational programs and activities, and employment.

Oakland City University designates a staff member as the Title IX Coordinator. The Compliance Officer currently serves as the Coordinator. The current contact information for the Compliance Officer is: Patricia Endicott at [pendicott@oak.edu](mailto:pendicott@oak.edu) or 812-749-1435. The Compliance Office is located in the 301 Suite of the Murray Center.

1. Students who feel they have been discriminated against by the University on the basis of race, sex, or disability may file a written protest with the President of the University or the Compliance Office and may request an administrative hearing.
2. Students who feel the decision resulting from the administrative hearing is unjust may appeal the decision to the Executive Committee of the Board of Trustees.
3. Students who dispute the decision of the Executive Committee may file a written complaint with the DOE's Office of Civil Rights.

### **Service Animal Policy**

Oakland City University is committed to compliance with state and federal laws regarding individuals with disabilities. Members of the Oakland City University community who seek reasonable accommodation for disabilities should contact the Office for Student Life.

With respect to a request for a service or assistance animal, Oakland City University will determine, on a case by case basis, and in accordance with applicable laws and regulations, whether such animal is a reasonable accommodation on campus. In doing so, Oakland City University must balance the needs of the individual with the impact of animals on other campus patrons.

Where it is not readily apparent that an animal is a service animal as defined by the ADA, or an assistance animal under the Fair Housing Act, Oakland City University may require sufficient information and documentation to determine whether the animal qualifies as a service or assistance animal under the applicable law. Oakland City University may require that the documentation be provided on the letterhead of a treating physician or mental health provider, and permit Oakland City University to determine:

- That the student has a disability for which the animal is needed;
- How the animal assists the student, including whether the animal has undergone any training;
- The nexus between the student's disability and the assistance that the animal provides.

For students seeking reasonable accommodation, an accommodation review process will be undertaken, and may involve additional conversations between the Office for Student Life and the requesting student.

If a student desires that a service or assistance animal live in campus housing, the student must notify the Office for Student Life at least thirty (30) days prior to the desired move-in date so that Oakland City University can best accommodate the student and the animal. If all other criteria are met, as set forth by the Office for Student Life, a meeting will be arranged between the student and the Director of University Housing to discuss how to best accommodate the student, the service or assistance animal, and the campus community.

Consistent with federal and state law, a service or assistance animal may be prohibited from an Oakland City University facility or program if the animal's behavior or presence poses a direct threat to the health or safety of others. It may be excluded from areas where its presence fundamentally alters the nature of a program or activity, if the animal is disruptive, if its presence would result in substantial physical damage to the property of others, or if it substantially interferes with the reasonable enjoyment of the housing or public accommodation by others.

The owner of the animal takes responsibility for state and local requirements regarding vaccinations, licensure, leash control, cleanup rules, animal health, etc.