



Student and Staff with Disabilities Policy

- A. The Farmworkers Institute of Education and Leadership Development (FIELD) is committed to maintaining an inclusive and accessible environment across all of its programs and services. Ensuring that all students and participants of the organization have access to facilities, information, and information technology associated with administration and services, coursework and instruction, programs, and school sponsored activities is critical to the organization's educational mission and is among its highest priorities. It is FIELD's policy to prohibit discrimination against qualified individuals with disabilities in employment and educational programs. Organization websites must be accessible so that students, prospective students, employees, guests and visitors with disabilities have equivalent access to the information and functionality provided to individuals without disabilities.
- B. FIELD provides reasonable accommodations in the form of reasonable modifications to policies, practices, or procedures in order to make its services, programs, and activities accessible to qualified individuals with disabilities unless the modification would fundamentally alter the nature of an organization service, program, or activity. These accommodations and adjustments must be made in a timely manner and on an individualized and flexible basis.
- C. Individual students, staff, and faculty members are responsible for identifying themselves as an individual with a disability when seeking an accommodation or, specifically in the case of students, a modification to an academic program. Individual students, staff, and faculty members are also responsible for documenting their disability (from an appropriately licensed professional) and demonstrating how the disability limits their ability to complete the essential functions of their job or limits the student's participation in services, programs, or activities of the university. Medical documentation will be kept confidential.
- D. Students, staff, and faculty members must maintain institutional standards of performance.

