

Accommodations to Achieve Learning Outcomes

Students needing reasonable accommodations for testing and skill performance are to make an appointment with the Director, Conemaugh School of Nursing, to discuss the nature of the accommodation required by the School. Requests for reasonable accommodations must be documented two months prior to enrollment. Expenses for the learning assessment are the responsibility of the student. Results will be shared with the Employee Health Department and the Human Resources Department. The school complies with all federal, state and local statutes and regulations. It is the policy of the school to oversee that the policies and practices are administered consistently without discrimination. Reasonable accommodations will be made for a known applicant with a disability unless the accommodation would impose an undue hardship on the operation of the facility. At the request of the student, documentation of a learning disability or physical limitation with the type of reasonable accommodation provided by the School will be submitted to the State Board of Nursing for NCLEX-RN testing accommodations.

Reasonable Accommodation: Conemaugh Memorial Medical Center does not deny a disabled applicant admission without considering requests for measures to accommodate that prospective student's disability. Reasonable consideration of the educational and safety needs of the student and safety needs of patients are assessed. The process of providing accommodations to disabled students will include, but not be limited to, medical determination of the disability. The individual will be required to submit a written statement from their personal physician describing the disability and outlining the abilities and limitations expected in relation to the performance of nursing functions and educational requirements. The student will be evaluated by Conemaugh Memorial Medical Center's Occupational Health Department and possibly be referred for additional professional evaluation. Information on the type of necessary accommodations may be gathered from the individual, medical experts and educational/vocational experts. Final determination of the feasibility of the accommodation will be based on patient safety features, and level of undue burden and maintenance of the fundamental nature of the educational service provided by the school.

The following is in accordance with the American Disabilities Act:

1. **Disability:** (a) a physical or mental impairment that substantially limits one or more of the major life activities of such individuals; (b) a record of such an impairment; or (c) being regarded as having such an impairment.
2. **Impairment:** includes any physiological disorder or condition, cosmetic disfigurement, or anatomical loss affecting one or more of the major body systems, or any mental or psychological disorder, such as mental illness or retardation, or learning disabilities.
3. **Major Life Activities** include functions as caring for oneself, walking, seeing, hearing, breathing, speaking, and working.