

FCIM ACCOMMODATION POLICY FOR STUDENTS WITH DISABILITY

The contract between the Florida College of Integrative Medicine (“FCIM” or “College”) and the public includes the expectation that the College will do everything reasonable to ensure that its graduates can become fully competent oriental medical physicians. Acquisition of competence in Oriental Medicine is a lengthy and complex process, which would be compromised by significant limitations on the students’ ability to participate fully in the spectrum of experiences constituting the medical school curriculum. All candidates for admission to FCIM must be aware that the Master of Oriental Medicine program compresses what is normally a four (4) course of study into three (3) years, as a result of which the academic and clinical responsibilities of every student is very demanding and rigorous and may at times, require their presence during day, evening, and night hours, seven days a week.

The College has a major responsibility for the safety of patients with whom the student will come into contact both before and after graduation. Patient safety must never be compromised by any policy of the College; it is thus a major basis for establishing requirements regarding the physical, cognitive, emotional, inter-personal and communication capabilities of candidates for admission, continuation and graduation.

As such, each candidate for admission to the College and each student, including those individuals who require a reasonable modification, academic adjustment, or auxiliary aid or service due to his/her disability, as defined by Section 504 of the Rehabilitation Act of 1973 (Section 504)¹, must demonstrate:

1. strength, coordination, and ability to perform common acupuncture and Oriental medicine techniques;
2. strength, manual dexterity, and tactile perceptiveness and ability to perform in all laboratory and clinical settings, to diagnose and treat human ailments, and to maintain the safety and well-being of fellow students and patients without posing a direct threat to others;

¹ Section 504 of the Rehabilitation Act of 1973 (Section 504), as amended, 29 U.S.C. § 794, and its implementing regulations at 34 C.F.R. Part 104, which prohibit discrimination on the basis of disability by recipients of Federal financial assistance.

3. visual, hearing and speech skills requisite to professional performance including reading medical reports, eliciting and recording patient histories, performing all diagnostic exams and procedures, and performing all therapeutic procedures;
4. capability to reason, learn and perform independently, demonstrating the conceptual, integrative, and quantitative skills that are necessary for critical thinking, problem solving, measurement, calculation;
5. ability to comprehend three-dimensional and spatial relationships, diagnosis, and therapeutic applications;
6. ability to adapt to change, display flexibility, and learn to function in the face of uncertainties and stressful situations; and
7. empathy, integrity, concern for others, interpersonal skills, and interest.

The curriculum of FCIM has been designed to provide a comprehensive professional education leading to the Master of Oriental Medicine degree and to prepare students to enter the independent practice of Oriental Medicine. In evaluating candidates and students for admission, continuation and graduation, it is essential that the integrity of the curriculum be maintained, that those elements deemed necessary for the education of a physician be preserved, and that the health and safety of patients be protected.

Premised on the foregoing, FCIM is steadfastly committed to promoting a campus rich in diversity and fully endorses the spirit and intent of Section 504 of the Rehabilitation Act of 1973. To better enable a student with disability to successfully complete his/her studies at FCIM, the following procedures have been implemented to help determine what reasonable accommodations/academic adjustments the College can make after it receives timely notice of a student's disability:

1. Upon enrollment or any time during enrollment, the student may make a written request ("Request")² to the Director of Student Services describing in detail: (i) the nature of his or her disability, (ii) how the disability substantially limits a major life activity, (iii) the length of time such limitation(s) are expected to persist, and (iv) the reasonable accommodations/academic adjustments, or auxiliary aids or services that the candidate/student requires in order to facilitate his/her studies.

² The candidate or student may also submit an oral request, if necessary, due to his/her disability.

2. In the event that the nature or severity of the candidate's/student's disability changes during his/her enrollment at the College, the student may submit a revised/updated Request to the Director of Disability Services describing in detail: (i) the nature of his or her disability; (ii) how the disability substantially limits a major life activity; (iii) the length of time such limitation(s) are expected to persist; and, (iv) the reasonable accommodations/academic adjustments, or auxiliary aids or services that the candidate/student requires in order to facilitate his/her studies.
3. The accommodations requested by the candidate/student may include auxiliary aides and services and/or academic adjustments.
4. The Request shall include an explanation from a qualified individual (including, but not limited to, licensed physician, occupational therapist, licensed therapist, etc.) of the candidate's/student's disability and the nexus between the candidate's/student's disability and the requested reasonable accommodations/academic adjustments.
5. Students with obvious and/or visible disabilities shall be provided with an interim accommodation during the evaluation process.
6. Provided the Request is complete, within three (3) working days after receiving such Request, the Director of Student Services shall convene a working committee of no fewer than three (3) members of the College's administration to engage in the interactive process to determine what reasonable accommodations/academic adjustments are necessary. The committee shall review the requests and all supporting documentation during the interactive process, and the candidate/student will be contacted prior to the determination of the committee to ensure that the candidate/student is involved in the process that determines which services, if any, the candidate/student is to receive. The College may deny the request if the request would cause any undue financial and administrative burden on the College or fundamentally alter the College's curriculum (whether in-class, clinical, practical or otherwise) of the program in which the student is enrolled.
7. While the committee will give priority consideration to the candidate's/student's requested reasonable accommodation/academic adjustment, the working committee is not bound by the accommodations requested by the candidate/student and may propose

alternative accommodations that meet the disability-related needs of the candidate/student.

8. The working committee shall issue a written report of its decision to the relevant candidate/student no later than five (5) working days after being convened by the Director of Student Services.
9. If the candidate/student agrees to the working committee's decision by signing the said decision, the College will proceed to implement the agreed accommodations as soon as reasonably practicable but no later than fourteen (14) calendar days of the date of the Committee's decision. If there is a delay in the implementation of the Committee's decision, the College will provide the candidate/student with a written notification of the following: (a) specific reason(s) for the delay; (b) expected duration of the delay; (c) interim reasonable accommodations/academic adjustments, or auxiliary aids or services, if appropriate, during the delay, and (d) information and web link to the College's Section 504 Grievance Procedures. .
10. In the event the candidate/student disagrees with the working committee's decision, he/she may make a written appeal (Appeal) to the FCIM Board of Supervisors for further review of his/her Request, which Appeal must be received by the Dean of Academic Affairs within fourteen (14) working days after the working committee issues its decision.
11. Upon duly receiving the Appeal, the FCIM Board of Supervisors shall convene to review the Request and the working committee's decision and issue its written decision within five (5) working days, which decision may uphold, overturn and/or modify the decision of the working committee.
12. If the candidate/student agrees to the decision of the FCIM Board of Supervisors by signing the said decision, the College will proceed to implement the agreed accommodations as soon as reasonably practicable but no later than fourteen (14) calendar days of the date of the FCIM Board of Supervisor's decision. If there is a delay in the implementation of the FCIM Board of Supervisor's decision, the College will provide the candidate/student with a written notification of the following: (a) specific reason(s) for the delay; (b) expected duration of the delay; (c) interim reasonable accommodations/academic adjustments, or auxiliary aids or services, if appropriate,

during the delay; and, (d) information and web link to the College's Section 504 Grievance Procedures.

13. In the event the candidate/student disagrees with the decision of the FCIM Board of Supervisors, he/she may file a grievance pursuant to the FCIM Section 504 Grievance Procedure, or pursue other legal remedies available at the state and/or federal levels.
14. The College shall be responsible for any and all costs associated with the provisions of the agreed upon reasonable accommodations/academic adjustments.