

Equity, Accessibility, and Belonging

The Resource Office on Disabilities

Sarah Scott Chang, Director, Resource Office on Disabilities

The primary mission of the Resource Office on Disabilities is to facilitate individual accommodations for students with disabilities, and by so doing, work to remove physical and attitudinal barriers, which may prevent their full participation in the University community. Often, the physical barrier is the easiest to remove - the attitudinal barriers are much more difficult. To create a university community, which is truly accessible to and inclusive of all persons, including people with disabilities requires the participation of each and every member of the community. We welcome the opportunity to hear from you.

Student Information

Registering with the Resource Office on Disabilities is a required first step for students who wish to request a disability related accommodation or service. Once the Resource Office receives the appropriate medical documentation, the student must meet with an Associate Director of the Resource Office to discuss appropriate accommodation(s). A student may register and submit documentation to the Resource Office even though a specific accommodation request is not anticipated at the time of registration. Documentation provided to the Resource Office on Disabilities is kept confidential. Information submitted directly to the Resource Office will not become part of a student's permanent record at Yale. Students who are unsure about their eligibility for assistance from the Resource Office should schedule an appointment with an Associate Director of the Resource Office on Disabilities.

Who is eligible for the services of the Resource Office on Disabilities?

The Resource Office facilitates accommodations for undergraduate and graduate and professional school students with disabilities who register with and have appropriate documentation on file in the Resource Office. Appropriate documentation provides clear, concrete justification for each accommodation requested.

Who is a student with a disability?

Generally, a student with a disability is one who has an impairment or condition which substantially limits a major life activity such as caring for oneself, performing manual tasks, walking, seeing, hearing, speaking, breathing, learning, and working. An impairment substantially limits a major life activity when the individual's major life activity is restricted as to the conditions, manner, or duration under which the activity can be performed in comparison to most people. The Office offers its services to individuals who have temporary or permanent impairments.

Types of accommodations

All accommodations and services are individualized based on student needs, course requirements, and appropriate documentation. The following are examples of the types of accommodations requested most often:

- Adaptive computer technology
- Classroom accommodations (wheelchair accessible location, tabletop podiums, FM wireless receivers etc.)
- Examination & testing modifications (extension of time, distraction-free testing location, use of a laptop or a computer, etc.)
- Materials in alternate formats (large print, Braille, digitized books, etc.)
- Notetaking technology
- On-campus housing modifications
- Sign language interpreting
- Intra-campus transportation

Contact Information:

Sarah Scott Chang, Director

Erin Braselmann, Associate Director

Carolyn Barrett, Sr. Administrative Assistant

Campus Location:

35 Broadway, (Rear) room 222

Mail Address: P.O. Box 208305 New Haven, CT 06520-8305

Phone: (203) 432-2324 Fax: (203) 432-8250

Web: <http://rod.yale.edu/>

Office hours: Monday through Friday, 8:30 a.m. 4:30 p.m.

To visit in person: The rear entrance to 35 Broadway is off York Street on a walkway beginning between Toad's and Mory'.

Belonging at Yale

Everyone has a role to play in making Yale a community where each of us can feel a sense of belonging, and where we can develop our own potential and the potential of our scholarship, research, and practice.

Each of us should expect:

- equal and equitable opportunity to contribute, learn, grow, and succeed,
- rejection of discrimination and harassment,
- accountability for inappropriate actions, and
- the open exchange of ideas.

Yale is committed to fostering an environment of diversity, mutual respect, and intellectual discovery in which all students can thrive. Yale does not tolerate discrimination or harassment on the basis of sex, sexual orientation, gender identity or expression, race, color, national or ethnic origin, religion, age, disability, status as a special disabled veteran, veteran of the Vietnam era or other covered veteran, or membership in any other protected classes as set forth in Connecticut and federal law (“protected characteristics”).

Discrimination and harassment are contrary to the community standards and ideals of our university. If you experience discrimination or harassment, witness a situation, or just need to talk, we encourage you to seek support.

Equity: Protected Characteristics

Yale’s Policy Against Discrimination and Harassment names these 10 protected characteristics:

- Sex
- Sexual Orientation
- Gender Identity or Expression
- Race
- Color
- National or Ethnic Origin
- Religion
- Age
- Disability
- Protected Veteran Status

Discrimination

Discrimination means treating an individual adversely in University admissions or in the conduct of educational programs or employment based on sex, sexual orientation, gender identity or expression, race, color, national or ethnic origin, religion, age, disability, status as a special disabled veteran, veteran of the Vietnam era or other covered veteran, or membership in any other protected classes as set forth in Connecticut and federal law (“protected characteristics”).

Harassment

Harassment means subjecting an individual to objectively offensive, unwelcome conduct based on any of the protected characteristics, when such conduct (i) is severe, persistent, or pervasive and (ii) has the purpose or effect of unreasonably interfering with the individual’s work, academic performance or participation in university activities or creates an intimidating or hostile environment. Harassment may be found in a single severe episode, as well as in persistent behavior. Harassment is evaluated using a “reasonable person” standard.

Discrimination and Harassment Resource Coordinators

Discrimination and Harassment Resource Coordinators have been identified by the Dean of each college and school as community members with the responsibility to receive concerns and offer advice and guidance related

to diversity and inclusion, discrimination and harassment, retaliation, and equal opportunity. Discrimination and Harassment Resource Coordinators may also help facilitate informal resolution. This may be an individual's best "first stop" in discussing a concern related to Discrimination, Harassment, or Retaliation, particularly as Discrimination and Harassment Resource Coordinators will be knowledgeable about resources specific to their school or college.

Other Campus Resources

You may also turn to a trusted advisor or mentor:

- A faculty or student affairs staff member
- Residential college head or dean
- Chaplain's Office
- Yale Police
- Office of LGBTQ Resources
- Student Accessibility Services
- Cultural Centers
- Office of International Students and Scholars

If you'd like to talk with someone about sexual misconduct or gender discrimination, you should reach out to the Title IX Coordinator for your school or the Title IX Office.

Office of Institutional Equity and Accessibility

oiea.yale.edu

Any individual who would like to report a concern of Discrimination, Harassment and/or Retaliation may contact the Office of Institutional Equity and Accessibility ("OIEA"). OIEA staff are available to discuss concerns, University resources, and options for resolution, including informal resolution. Where appropriate, OIEA staff are also available to conduct investigations into complaints of Discrimination, Harassment, and/or Retaliation committed by faculty or staff members. Talking with someone at OIEA about a concern or making a complaint does not automatically launch an investigation. It can, however, be an important step to alerting the University about a concern and getting assistance to resolve it.

Resources to Address Discrimination and Harassment Concerns

dhr.yale.edu

LiveSafe App

You can use the LiveSafe app to connect with staff in relevant university offices about issues of harassment and discrimination. You can communicate anonymously with the SHARE Center* and Yale Police, and submit messages to the Title IX Office and the Office of Institutional Equity and Accessibility.

Accessibility at Yale

accessibility.yale.edu

Yale University is committed to providing equal access to and full participation in its programs and activities to people with disabilities. Student Accessibility Services facilitates individualized accommodations for undergraduate, graduate and professional school students with disabilities.

Student Accessibility Services Office

Kimberly McKeown, Director (she/her)

Student Accessibility Services' mission is to facilitate individualized accommodations for undergraduate, graduate and professional school students with disabilities, and work to remove barriers which may prevent full participation in the University community. We are guided by Section 504 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act.

Student Information

Registering with the Student Accessibility Services office is a required first step for students who wish to request a disability related accommodation or service. Once SAS receives the appropriate medical documentation, the student must meet with an Associate Director of the Student Accessibility Services Office to discuss appropriate accommodation(s). A student may register and submit documentation to SAS even though a specific accommodation request is not anticipated at the time of registration. Documentation provided to the Student Accessibility Services office is kept confidential. Information submitted directly to SAS will not become part of a student's permanent record at Yale. Students who are unsure about their eligibility for assistance from the office should schedule an appointment with an Associate Director of Student Accessibility Services by writing to us at sas@yale.edu.

Who is eligible for the services of the Student Accessibility Services office?

The Student Accessibility Services office facilitates accommodations for undergraduate and graduate and professional school students with disabilities who register with and have appropriate documentation on file in the SAS office. Appropriate documentation provides clear, concrete justification for each accommodation requested. SAS also works with students with temporary disabilities (such as a broken limb or concussion.)

Who is a student with a disability?

Generally, a student with a disability is one who has an impairment or condition which substantially limits a major life activity such as caring for one's self, performing manual tasks, walking, seeing, hearing, speaking, breathing, learning, and working. An impairment substantially limits a major life activity when the individual's major life activity is restricted as to the conditions, manner, or duration under which the activity can be performed in comparison to most people. The office offers its services to individuals who have temporary or permanent impairments.

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- Sign language interpreting
- Intra-campus transportation

Contact information:

Kimberly McKeown, Director (she/her)

Jordan Colbert, Associate Director for Assistive Technology (he/him)

Jaclyn Moriarty, Associate Director for Accommodations (she/her)

Susan Olson, Associate
Director (she/her) Emily
Sears, Assistant Director
(she/her) Shami
Tarlanov, Associate
Director (he/him) Carolyn
Barrett, Sr.
Administrative Assistant

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35 Broadway (courtyard entrance), room 222

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