



## Accessibility and Disability Accommodations Policy

At Mandl, we are dedicated to fostering an inclusive and supportive environment that ensures all students, regardless of their mode of instruction, have equal access to our educational programs and activities. In compliance with federal, state, and local laws, we provide reasonable accommodations to students with disabilities to promote their academic success and personal development.

### Legal Framework

Our policy is guided by the following federal, state, and local laws and regulations, all of which are applicable to private colleges:

- Americans with Disabilities Act (ADA) of 1990: Title III of the ADA prohibits discrimination against individuals with disabilities by private colleges, ensuring access to all public accommodations, including educational institutions.
- Section 504 of the Rehabilitation Act of 1973: Ensures that no qualified individual with a disability is excluded from, denied the benefits of, or subjected to discrimination under any program or activity receiving federal financial assistance. Mandl, as a recipient of federal funds, adheres to these requirements.
- New York State Human Rights Law (NYSHRL): Prohibits discrimination against individuals with disabilities in educational institutions, including private colleges.
- New York City Human Rights Law (NYCHRL): Provides additional protections and accommodations for individuals with disabilities in New York City, applicable to both public and private institutions.

### Policy Statement

Students with documented disabilities, as defined by the ADA, Section 504, and state and local laws, are eligible to receive reasonable accommodations.

Disabilities include, but are not limited to, physical, sensory, psychological, chronic health, and learning disabilities.

### Requesting Accommodations

- Students seeking accommodations must submit a request to the Office of Accessibility Services (OAS) as soon as possible. Early notification is encouraged to ensure timely provision of accommodations.
- The request must include current and appropriate documentation from a qualified healthcare provider that outlines the nature of the disability and the recommended accommodations. **Documentation should be recent enough to reflect the student's current condition and needs.**

**Contact Information:**

Office of Accessibility Services  
Mandl School, The College of Allied Health  
Ms. Ana Tejada, Dean of Academic & Student Affairs  
Phone: 212.247.3434 ext.136  
Email: [atejada@mandlacademics.com](mailto:atejada@mandlacademics.com)

The Accessibility Coordinator will work closely with the student through an interactive process to identify reasonable accommodations. This collaborative effort includes input from faculty, staff, the student, and, when applicable, the student's medical provider to determine the most effective accommodations.

**Accommodations are determined on a case-by-case basis, considering the student's specific needs and the academic requirements of their courses.**

Once accommodations are approved, the Accessibility Office will coordinate with the relevant faculty and staff to implement the accommodations. Faculty and staff are expected to cooperate and facilitate the provision of approved accommodations.

The Accessibility Coordinator will provide ongoing support to ensure the accommodations are effective and address any concerns or adjustments needed.

All information and documentation regarding a student's disability are kept confidential. Access to this information is restricted to individuals directly involved in the accommodation process.

**Grievance Procedures:**

Students who believe their accommodation requests have not been adequately addressed or who experience discrimination based on their disability may file a grievance with Mandl's Office of Accessibility Services or with the Vice President of Institutional Effectiveness.

The grievance procedure involves an investigation and resolution process, ensuring that all complaints are addressed promptly and fairly.

Students also have the right to file a complaint with the Office for Civil Rights (OCR) within the U.S. Department of Education. Contact information for the OCR is provided below.

**Office for Civil Rights Contact Information:**

U.S. Department of Education  
Office for Civil Rights  
400 Maryland Avenue, SW  
Washington, D.C. 20202-1100  
Phone: 1-800-421-3481  
TDD: 1-800-877-8339  
Email: [OCR@ed.gov](mailto:OCR@ed.gov)

Mandl is committed to providing an inclusive learning environment that supports the academic success and well-being of all students. We encourage students with disabilities to take advantage of the resources and accommodations available to them and to reach out to the Office of Accessibility Services for support and assistance.