

<b>SOP Title:</b>	Temporary Disability
<b>SOP Owner:</b>	Chief Academic Officer
<b>Release Date:</b>	4/27/2020
<b>Revision Date:</b>	

### **1. Purpose**

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A temporary disability does not constitute a disability under the Americans with Disabilities Act and Section 504 of the Rehabilitation Act of 1973, unless its severity is such that it results in a substantial limitation of one or more major life activity for an extended period of time. The issue of whether a temporary disability is substantial enough to be a disability must be resolved on a case-by-case basis, taking into consideration both the duration (and expected duration) of the temporary disability and the extent to which it actually limits a major life activity of the affected individual.

However, Southwest Tech recognizes that individuals with temporary disabilities that are a result of injuries, surgery or short-term medical conditions may need assistance with access to services and resources. Examples of temporary disabilities may include, but are not limited to: broken limbs, hand injuries, concussions, or short-term disabilities following surgery or medical treatments.

### **2. Scope**

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Applies to all students who have a temporary disability that is the result of an injury, surgery or short-term medical condition requiring assistance with accessing services and resources.

### **3. Responsibilities**

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The **Office of Disability Services** will work in collaboration with instructors to assist students who have a documented temporary disability in continuing their educational progress by accessing services and resources on campus.

### **4. Procedure**

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- a. SWTC will provide assistance to students who have a documented temporary disability. To receive accommodations for a temporary disability, a student will need to submit an online Accommodation Request Form found on the Southwest Tech website to Disability Services.
- b. Students with a temporary disability requesting assistance will need to obtain documentation from their health care provider that addresses the type of disability, severity, functional limitations affecting academic participation, and estimated duration of condition. Additional documentation may be requested to verify the need for continued services after the duration of the condition has expired.

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- c. Disability Services will work in collaboration with instructors on potential accommodations.
- d. SWTC may require a student who has a temporary disability to obtain a letter from their health care provider to certify fitness as a condition for participating in certain educational programs.
- e. Disability Services does not provide personal assistance to students with temporary disabilities such as personal care attendants or the transport of books or other personal items. Wheelchairs, scooters and other mobility devices are considered personal devices and are not provided by Disability Services.

**Complaints Procedures**

- a. Southwest Tech is committed to maintaining a campus environment that enhances and supports student learning and achievement. In fulfilling this commitment, the college is responsive to student complaints. Southwest Tech encourages students, when appropriate, to attempt to resolve issues first through discussion with instructors and staff and then program deans. If a student seeks to file a formal complaint, the complaint procedures and forms are located at [www.swtc.edu/complaints](http://www.swtc.edu/complaints).

**5. *References***

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**6. *Related Documents***

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**Document Revisions**

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<b>Explanation of Change:</b>	<b>Contact:</b>	<b>Date:</b>