



Fire Inspectors Association of Nova Scotia

PO Box 8566 / 6175 Almon Street / Halifax, Nova Scotia / B3K 5M3

Accommodation policy

1.0 POLICY STATEMENT

The Fire Inspectors Association of Nova Scotia (FIANS) is committed to fostering a culture that is supportive of students with disabilities by providing services to assist them in accessing the appropriate academic accommodations consistent with their needs while maintaining the integrity of FIANS' programs and courses.

2.0 PURPOSE OF THE POLICY

- 2.1 Outline roles and responsibilities of students, facilitators and administration in the provision of accommodations to students with disabilities and,
- 2.2 Provide guidance and standards for the implementation of this policy understanding that accommodations have to be determined on an individual basis.

3.0 PROCEDURE

- 3.1 Students are required to provide documentation of their disability to the Chair of the Education Committee. This shall include a diagnosis, an outline of the impact the disability has on the student's learning and behavior and the types of accommodations recommended. Documentation must be current to the date of the request for accommodation and completed by a qualified professional with a specialization in the area of the disability (may include a registered psychologist, psychiatrist, medical doctor or other medical specialist). For a learning disability, documentation must include a psycho-educational assessment and report from a registered psychologist;
- 3.2 Students must register their disability prior to requesting or receiving accommodations;
- 3.2 Once this documentation of the disability is provided, the Chair of the Education Committee will facilitate accommodations;
- 3.4 Accommodations will be designed to provide equitable opportunities without lowering academic standards or compromising the integrity of the course or program;
- 3.5 In some circumstances, the nature and degree of a disability may mean that no reasonable accommodation would enable an individual to perform the essential requirements of a course or program without compromising its integrity. In these cases, accommodations will be considered but may be refused;

“Dedicated to saving lives and property through the prevention of fires”

3.6 FIANS is committed to maintaining confidentiality when providing accommodations and related support services to students however it may need to disclose information about the nature of the disability to staff in order for the accommodation request to be considered and implemented;

3.7 FIANS commits to reviewing this policy annually.

4.0 DEFINITIONS

Physical disability or mental disability is defined in the Nova Scotia Human Rights Code and FIANS adopts this definition and any amendments made thereto.

Duty to Accommodate is taken from the Canadian Human Rights Act and describes the legal obligation to meaningfully incorporate diversity into an organization. The duty to accommodate requires an organization to identify and eliminate rules that have a discriminatory impact. Accommodation means changing the rule or practice to incorporate alternative arrangements that eliminate the discriminatory barriers.

Accommodations can include extended time, separate and/or reduced distraction location, modified test format, oral, scribed and dictated tests, use of computer, spell check, calculator, and/or dictionary.

Approved by the Board of Directors October 2011

Reviewed by the Board of Directors May 6, 2013