Disability Support Services
Faculty Rights and Responsibilities

As a community, we have a collective responsibility to ensure the full participation of a diversity of learners including students with disabilities in the University’s programs and activities. Having an awareness of legal mandates, campus resources, and best practices in teaching will support this mission and help make our culture one that is inclusive.

Faculty have the RIGHT to:

1. Notification of need

Please request verification of a student’s eligibility for disability services prior to providing accommodations. Proper and timely notification of need is expected. Accommodations are not retroactive.

2. Fulfillment of rigorous expectations and fundamental requirements of course content

Reasonable accommodations are designed to eliminate, as much as possible, the physical and/or instructional barriers to the learning environment for students with disabilities while upholding the technical standards of the core requirements.

3. Assistance with accommodation disputes

Please consult with DSS if you have a question or concern regarding the determination of a reasonable accommodation. Such determinations require collaboration between administrative and academic units that are mindful of the institution’s legal and educational requirements.

Faculty are RESPONSIBLE for:

1. Creating an inclusive climate

DSS recommends the following statement for use on course syllabi to encourage early self-disclosure:

Any student who may need an accommodation based on the potential impact of a disability should contact the Disability Support Services office at 202-994-8250 in Rome Hall, Suite 102, to establish eligibility and to coordinate reasonable accommodations. For additional information please refer to: http://gwired.gwu.edu/dss/

2. Maintaining confidentiality
Information concerning a student’s disability should be disclosed only to those with a legitimate “need to know.” Sharing of information with other faculty and staff needs to be balanced with the student’s interest while maintaining their privacy. Further disclosure should only be made with the express permission of the student or in consultation with the appropriate DSS staff. Please do not discuss a student’s disability or need for accommodations in front of other students.

3. Sharing Responsibility

Although DSS is the designated office to determine eligibility for accommodations and auxiliary services for students with disabilities, in order for most accommodations to occur, instructors, students, and DSS must collaborate, communicate, and follow through on commitments in a timely fashion.

4. Implementing best practices in teaching

Faculty are encouraged to participate in professional development about universal design for learning methodology, designing for accessibility, and emerging technologies, and about the role of faculty in providing equally effective access for qualified students with disabilities.