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# COLUMBUS STATE UNIVERSITY

## *Temporary Disabilities*

Policy Name: Temporary Disabilities

Policy Owner: Center for Accommodation and Access

Responsible University Office: Center for Accommodation and Access

Approval Date:

Effective Date:

Revisions:

Policy Number:

Related Policies: Evacuation Guidelines, Attendance and Students with Disabilities, Disability Services and Accommodations Procedures, Grievance Procedure and Students with Disabilities, Off-Campus Programing and Internships, Personal Attendant, Physical Accommodations, Service Animals, Services to Students (SSD) Record Retention Policy, Testing Administration Procedures, and Emotional Support Animal

## **II. PURPOSE AND SCOPE OF POLICY**

This document explains the law regarding temporary disabilities and the requirements for eligibility to receive accommodations for temporary disabilities. Temporary disabilities may not be covered under Section 504 and the Americans with Disabilities Act unless the impairment substantially limits a major life activity.

## **III. DEFINITIONS**

The definition of “**disability**” in the Americans with Disabilities Act (ADA) of 1990, P.L. 101-336 (July 26, 1990), as amended by P.L. 110–325 (September 25, 2008) draws substantially from existing legislation, namely Section 504 of the Rehabilitation Act of 1973, as amended, and the Fair Housing Amendments Act of 1988. The ADA defines disability with respect to an individual, as:

- a physical or mental impairment that substantially limits one or more of the major life activities of such an individual
- a record of such an impairment; or
- being regarded as having such impairment.

**"Major life activities"** is defined as an individual being limited in his or her ability to perform such functions as self-care, performing manual tasks, walking, seeing, hearing, speaking, breathing, learning, working, neurological, digestive, or respiratory.

#### IV. **POLICY SECTION**

Temporary disabilities may not be covered under Section 504 and the Americans with Disabilities Act unless the impairment substantially limits a major life activity. The issue of whether a temporary impairment is significant enough to be a disability must be resolved on a case by case basis, taking into consideration both the duration of the impairment and the extent to which it actually limits a major life activity of the affected individual (ADA Technical Assistance Manual, Department of Justice).

#### V. **PROCEDURES**

Students seeking accommodations or services on the basis of a temporary disability must provide documentation verifying the nature of the condition, stating the expected duration of the condition, and describing the accommodation deemed necessary. The assessment or verification of disability should not be more than thirty days old and should reflect the student's current level of disability. Temporary accommodations are valid for one semester.

Continuance of accommodations beyond one semester is allowed only with supporting documentation. The cost of obtaining the professional verification is the responsibility of the student.

#### VI. **RELATED BOARD OF REGENTS' POLICIES**

4.1.5 Students with Disabilities

#### VII. **LINKS**

<https://caa.columbusstate.edu/>