UNIVERSITY HOUSING REASONABLE ACCOMMODATIONS GUIDE

Section I. Introduction and Background

California State University, Chico (Chico State or University) recognizes the importance of providing reasonable accommodations in its housing policies and practices where necessary for individuals with disabilities to use and enjoy University Housing. This procedure explains the specific requirements and guidelines that govern requests for reasonable accommodation in University Housing. Chico State reserves the right to amend this procedure at any time, as circumstances require.

Section II. Procedure for Requesting Reasonable Accommodation (Excluding Requests for Service Animals under the Americans with Disabilities Act Amendments Act)

The Accessibility Resource Center (ARC) is responsible for evaluating whether to grant or deny requests for reasonable accommodation in University Housing. In evaluating the request, ARC will consult with University Housing and the Chico State ADA/Section 504 Coordinator, to determine whether the requested accommodation is necessary and reasonable. Individuals with a disability who reside or intend to reside in University Housing who believe they need a reasonable accommodation must contact ARC.

Requests for reasonable accommodation in University Housing policies and practices are governed by the following requirements:

1. Requesting a Housing Accommodation:
   a. An individual with a disability must complete the Housing Accommodations Request Form (Request Form) to request a reasonable accommodation. Copies of the Request Form are available from ARC. If the individual requires assistance in completing the Request Form because of their disability, ARC will provide assistance in completing the form.

   b. Chico State will accept and consider requests for reasonable accommodation in University Housing at any time. The individual making the request for accommodation should complete and provide the Request Form, including documentation, to ARC as soon as practicably possible before moving into University Housing. However, the request for accommodation should be submitted no later than May 1 prior to the academic year the individual intends to move into University Housing. If submitted after this date, Chico State cannot guarantee that it will be able to meet the individual’s accommodation needs during the first semester or term of occupancy.
c. If the need for the accommodation arises when an individual already resides in University Housing, the individual should contact ARC and complete the Request Form as soon as practicably possible. Chico State cannot guarantee that it will be able to meet the accommodation needs during the semester or term in which the request is received.

d. Absent exceptional circumstances, the University will attempt to provide a written response to a reasonable accommodation request within 14 business days of receiving the information described below.

2. Information that May Be Requested for Housing-Related Reasonable Accommodation Requests:

ARC shall limit its requests for information to only the information necessary to verify whether the individual making the request has a disability or to evaluate if the reasonable accommodation is necessary to provide the individual an equal opportunity to use and enjoy University Housing.

a. Obvious Disability: If the individual's disability and the necessity for the accommodation are obvious (e.g. an individual with a physical disability using a wheelchair needs an accessible room), the individual need only explain what type of accommodation they are requesting. No verification of disability and/or necessity is required under these circumstances.

b. Non-Obvious Disability/Necessity:
   i. If the disability is obvious but the need for the accommodation is not obvious, the University may require the individual to complete the Request Form. The University may also require the individual to designate a reliable third party who can verify that the requested accommodation is necessary to provide the individual an equal opportunity to use and enjoy University Housing, but may not seek information about the individual’s disability.

   ii. If the disability and necessity for the accommodation are not obvious, ARC will require the individual to complete the Verification Form. ARC will also require the individual to designate a reliable third party who can verify that the individual has a disability and that the requested accommodation is necessary to provide the individual an equal opportunity to use and enjoy University Housing.

   iii. A reliable third party is someone who is familiar with the individual's disability and the necessity for the requested accommodation. A reliable third party includes, but is not limited to, a doctor or other medical professional, a peer support group, or a non-medical service agency (e.g., National Association of the Deaf).

Absent exceptional circumstances, within seven (7) business days of receiving the completed Verification Form from the third party, the Director of ARC/ADA Coordinator
(Director) or designee, will determine if the accommodation is necessary because of a
disability to provide the individual an equal opportunity to use and enjoy University
Housing.

If the third party returns the Verification Form without sufficient information for ARC to
determine whether an accommodation is necessary, the Director or designee will inform
the individual in writing of the verification’s insufficiency. The Director or designee may
also request additional information, including speaking directly with the individual
supplying the third party verification, within seven (7) business days of receiving the
verification.

The individual making the request for accommodation must cooperate with ARC in a
timely manner in providing all information needed to determine whether the requested
accommodation is necessary.

3. Determination of Reasonableness:
   a. ARC may deny the requested accommodation if it is unreasonable. ARC shall consult
      with University Housing to determine if implementing the requested
      accommodation is reasonable.

   b. An accommodation is unreasonable if it: (1) imposes an undue financial and/or
      administrative burden; (2) fundamentally alters University Housing policies; (3)
      poses a direct threat to the health and safety of others or would cause substantial
      property damage to the property of others, including University property; and/or (4)
      is otherwise unreasonable to the operation of the University.

4. Approval of Accommodation:
   a. If ARC determines a requested accommodation is necessary and is reasonable, ARC
      will contact the individual, in writing, within seven (7) business days of its
determination to arrange a meeting to discuss the implementation of the
      accommodation.

5. Denial of Accommodation/Appeal:
   a. If ARC determines a requested accommodation is necessary but unreasonable, ARC
      will contact the individual, in writing, within seven (7) business days of its
determination and engage in an interactive process with the individual to determine
      if there are alternative accommodations that might effectively meet the individual’s
      disability-related needs.

   b. If the individual is unwilling to accept any alternative accommodation offered by
      ARC, or there are no alternative accommodations available, ARC will provide a verbal
      explanation and written notification to the individual of the denial, the reasons for
      the denial, the right to appeal the decision, and procedures for the appeals process.
      This notification shall be in writing and made within seven (7) business days of the
      notification from the individual of their unwillingness to accept any of the
      alternative accommodations offered or the determination that there are no
      alternative accommodations available.
c. The Chico State ADA Coordinator will review all appeals. If denied, the Chico State ADA Coordinator shall provide written notification of the denial to the individual and a written explanation with all reasons for the denial.

d. An individual may also use the grievance procedure provided under the general University anti-discrimination policies, found on the Chico State Human Resources Service Center Complaint Processes website.

6. Confidentiality and Recordkeeping:

In processing requests for reasonable accommodations, the University will take all steps required by federal, state, and local law to protect the confidentiality of information or documentation disclosed in connection with the requests. Such measures may include limiting access to such information to individuals specifically designated to determine and implement requests for reasonable accommodations. Said individuals will disclose information only to the extent necessary to determine whether to grant the request, determine if the request is unreasonable, and implement any request granted, keeping all written requests and accompanying documentation in a secure area to which only those designated individuals have access, except as otherwise required by law.

7. Non-retaliation Provision:

Chico State will not retaliate against any individual because that individual has requested or received a reasonable accommodation in University Housing.