

2026 Training on Reasonable Accommodations and Title IX



ALBIZU UNIVERSITY

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Albizu University's Nondiscrimination Statement

The University is committed to “ensuring equal employment, educational opportunity, and equal access to services, programs, and activities without regard to an individual's race, color, national origin, sex, religion, age, disability, gender, pregnancy, gender identity, gender expression, sexual orientation, predisposing genetic characteristics, marital status, familial status, veteran status, military status and domestic violence victim status.”

Albizu University's Nondiscrimination Statement (continued)

Employees, students, applicants or other members of the University community (including but not limited to vendors, visitors, and guests) may not be subjected to discrimination or harassment that is prohibited by law or treated adversely based upon a protected characteristic.

Reasonable Accommodations

Key Federal Laws

- **Section 504** of the Rehabilitation Act of 1973, 29 U.S.C. § 794 and implementing regulations at 34 C.F.R. Part 104 (prohibits discrimination on the basis of disability against recipients of Federal financial assistance)
- **Americans with Disabilities Act, Title III**, 42 U.S.C. § 12182 and implementing regulations at 28 C.F.R. Part 36 (prohibits discrimination on the basis of disability in public accommodations)

University's Manual

Manual of Regulations and Procedures on Reasonable Accommodations

- Posted on Albizu's website under Policies, Procedures and Consumer Information
- <https://www.albizu.edu/about-us/policies-procedures/>

Case Example #1

Argenyi v. Creighton University (D. Neb. 2014)

- Following trial in federal district court, jury found that University violated ADA/Section 504 by failing to provide requested accommodations for medical student with hearing disability (including real-time transcription and sign-supported oral interpreters, to access lectures and clinical instruction)
- Court required future provision of auxiliary aids and ordered the University to pay over \$478,000 in attorneys' fees, expert fees, and costs.

Case Example - #2

United States v. Brown University (DOJ Settlement, 2021)

- Students with mental health disabilities alleged that the University denied readmission and access to academic programs after students took medical leave for mental health reasons, despite medical clearance to return.
- DOJ investigation found that school failed to provide reasonable modifications to leave-and-return policies.
- Agreement required University to revise its mental-health leave policies, provide training to decisionmakers, and pay \$684,000 in monetary compensation to harmed students,

Case Example -- #3

Cline v. West Los Angeles College (C. D. Cal., pending)

- Student with a mobility disability brought class action after on-campus transportation assistance eliminated
- Alleged violation of ADA/504: College had notice of access barriers and failed to provide reasonable accommodations, resulting in systemic exclusion of students, employees, and visitors with mobility disabilities from full participation in campus life.
- Pending agreement: restoration of on-campus transportation, \$40,000 to Plaintiff, and attorneys' fees and costs award (up to \$2.5 million).

What is the University's Obligation?

- To provide “reasonable accommodations” to a student or employee with a disability upon request when necessary
- “Reasonable accommodations” are also referred to as:
 - Reasonable modifications
 - Academic adjustments
 - Policy modifications

University's Manual of Regulation and Procedures of Reasonable Accommodations

- Any student with a disability or functional diversity has the right to request reasonable accommodation to participate in a course, program, service, or facility that ensures that a student with a disability or functional diversity is not segregated or excluded.
- These reasonable modifications, which are based on the recommendations of a specialist, provide those students with the opportunity to perform on equal terms as students without disabilities.
- Interactive Process - reasonable accommodations are determined on a case-by-case basis, within reasonable parameters, according to the impediment and individual needs of a student.
- Provided at no extra costs to the student.

University's Process

Any student with disabilities who requests reasonable accommodations services shall contact the University's Disabilities Services Coordinator and receive orientation related to his/her rights and available services by contacting the Office of the Dean of Student Affairs:

- Miami Campus – Director of Student Affairs

Reasonable Accommodations

Reasonable accommodations may include auxiliary aids and services, such as:

- Note-takers
- Readers
- Recording devices
- Sign language interpreters
- Extended time for testing
- Computer screen-reading, voice recognition, or other adaptive software or hardware
- Priority course registration
- Reduced course load
- Course substitution

Reasonable Accommodations

Reasonable accommodations may include modifications to academic requirements as necessary to ensure equal educational opportunity, such as:

- Changes in the length of time permitted for completion of degree requirements
- Substitution of specific courses required for completion of degree requirements
- Adaptation of the manner in which specific courses are conducted

Reasonable Accommodations

Accommodations are *not* reasonable when:

- The adjustment fundamentally alters the nature of a service, program, or activity.
- The adjustment imposes an undue financial or administrative burden on the institution's operations.

University's Process

- Requests must be made at the earliest reasonable opportunity during the start of each academic term.
- Disability Services Coordinator interviews students and is still available for assistance throughout the term.
- Student must complete accommodation request form and request renewal of services every academic term.
- Coordinator may request documentation to support services request.
- For certain disabilities, a medical certificate may be requested.

University's Process

- Approval for Reasonable Modification services will be provided to the student.
- Student must give copy to the professor, supervisor or director who will facilitate the accommodation.
- Signed form returned to Coordinator.
- Coordinator shall meet with any faculty member that does not allow approved accommodations.

Professor Duties

- Include the University's reasonable accommodations policy in the syllabus of each course offered to the students.
- Understand that reasonable accommodation is *not* at the discretion of the professor. It is the student's right.

Professor Duties (continued)

- The professor shall consult with the Coordinator about possible alternatives that will enable the student to achieve academic success.
- Contact the Coordinator for additional information about Section 504 and/or the ADA Act.
- Safeguard the confidentiality of the student's medical information to which professors have access.

Effectiveness of Academic Adjustment

- The student should let the University know as soon as he or she becomes aware that the academic adjustment is not working (i.e., the results are not what the student expected.)
- The student and the University should work together to resolve the problem.

Possible Requests – What Would You Do?

- Student asks for virtual access to an in-person course.
- Student asks for a personal tutor for a course.
- Student asks to be excused from course exams.
- Student asks to be excused from an academic requirement of a degree program.
- Student asks for room layout changes to aid their mobility during on-site practicum activities.
- Student asks to have clinical components waived because they are unable to complete clinical tasks in-person.

Title IX

What is Title IX?

Title IX is a federal statute that **prohibits sex discrimination** in education programs and activities that receive federal financial assistance.



Title IX: University Policy

NOTICE OF NON-DISCRIMINATION

Albizu University is a specialized, nonprofit university. Albizu University will not tolerate discrimination or harassment based on race, color, religious belief, national origin, sex, sexual orientation, pregnancy, marital status, gender, gender identity, social condition, political ideas, status as victim of domestic violence, disability, veteran status, genetic information, age, or any other characteristic protected by federal, state or local law in its programs, services and activities. This prohibition applies to all University programs, services or activities, including but not limited to admissions and employment.

Title IX: University Policy

NOTICE OF NON-DISCRIMINATION

Inquiries regarding the application of Title IX and other laws, regulations and policies prohibiting discrimination may be directed to:

- Title IX Coordinator: Dr. Berta Rios
- Deputy Coordinators:
Miami: Nancy Gonzalez, Esq.; Dr. Sharrie Dean

TROY UNIVERSITY (Alabama)

2023 Resolution Agreement

- Revise policies and procedures.
- Update website with info. about rights of pregnant students, process for requesting adjustments, Title IX Coordinator's name/contact info, grievance procedures
- Draft a training plan for faculty and staff
- Develop a system for tracking pregnancy-related requests
- For affected student, remove impacted grades from transcript, limit the negative impact on the student's future financial aid., and reimburse the student for expenses related to any courses the student has since retaken.

Pregnant and Parenting Students

Current Title IX requirements:

- must not apply any rule, relating to potential parental, family, or marital status of a student or applicant that treats individuals differently based on sex.
- must not discriminate against or exclude any person on the basis of pregnancy, childbirth, termination of pregnancy, or recovery.
- must treat disabilities related to pregnancy, childbirth, termination of pregnancy, or recovery in the same manner and under the same policies as any other temporary disability or physical condition.

Title IX: University Policy



Albizu University's Discrimination and Harassment Policy and Grievance Procedures

- Broadly prohibits all forms of discrimination, harassment and retaliation

Case Example - # 1

Rapuano v. Dartmouth College (D.N.H. 2020)

- Multiple female students alleged that several professors engaged in pervasive sexual harassment (sexualized comments, unwanted physical contact, coercive relationships, and conditioning academic mentorship and professional opportunities on participation in a sexualized, alcohol-centered culture) and that University failed to meaningfully investigate.
- \$14 million class action settlement.

Case Example - # 2

Roe v. Purdue University (N.D. Ind. 2023)

- Students alleged that they separately reported sexual assaults by fellow students, which the University treated as fabricated or malicious, failed to meaningfully evaluate evidence supporting their allegations, and disciplined them for reporting,
- One student resolved case pre-trial; after trial, other student received approximately \$180,000, consisting of \$10,000 in compensatory damages and approximately \$170,000 in attorneys' fees and costs.

Case Example - # 3

Abraham v. Thomas Jefferson Univ. (E. D. Pa. 2024)

- Male attending physician/faculty member alleged that after female medical resident accused him of sexual assault, University failed to investigate his counter-complaint that he was a victim of sexual misconduct, treated the resident's allegations as presumptively true, and conducted a biased and one-sided Title IX investigation.
- Jury found in Plaintiff's favor on the Title IX claim and awarded \$15 million in damages.

Who Does the Policy Apply To?



- Applies to employees, applicants, and students
- Applies to certain non-employees, such as guests and visitors

Where Does the Policy Apply?



- Applies to all education programs and activities and locations of the University
- Cyber harassment included
- On campus (Title IX) and off campus (“Non-Title IX” Sexual Harassment)
- Title IX does not apply to alleged sexual harassment against a person located outside of the United States

Prohibited Conduct: Sexual Harassment

- “Non-Title IX” Sexual Harassment
 - Quid Pro Quo
 - Hostile Environment
- Title IX Sexual Harassment
 - Quid Pro Quo Harassment
 - Hostile Environment
 - Dating Violence
 - Domestic Violence
 - Sexual Assault
 - Stalking

What Are *Your* Responsibilities?

- Don't engage in sexual harassment!
- Report sexual harassment!
 - **All employees are *mandatory reporters* and must report sexual harassment and other prohibited conduct.**
 - Certain employees (the Title IX Coordinator, senior University officials, and **all employees in supervisory positions**) are “officials with authority,” recognized as having the authority to take corrective action on behalf of the University in response to actual notice of possible violations of the Policy.

Where to Report Sexual Harassment

- Title IX Coordinator
- Deputy Title IX Coordinators
- Dean of Students (students)
- Academic Counselor (students)
- Human Resources (employees)
- Clinic Director

Prohibited Conduct: Quid Pro Quo

“This for that”

Submission to or rejection of sexual harassment is made, either explicitly or implicitly, a term or condition of an individual’s employment, academic standing, or participation in any aspect of the University’s program, service or activity or is used as the basis for the University’s decisions affecting the individual.

Prohibited Conduct: Hostile Environment

- “Non-Title IX” Hostile Environment: Exists when the conduct is sufficiently severe, pervasive, or persistent that it unreasonably interferes with, limits, or deprives an individual from participating in or benefiting from the University’s education or employment programs and/or activities.
- Title IX Hostile Environment: Unwelcome conduct of a sexual nature determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the University’s education program or activity.

Other Categories of Prohibited Conduct

- Sexual Assault
- Dating Violence
- Domestic Violence
- Stalking

Prohibited Conduct: Retaliation

Intimidation threats, coercion, adverse actions or discrimination taken against an individual:

- because the individual has made a report or complaint, testified, provided information, or participated or refused to participate in any manner in an investigation, proceeding or hearing under the policy, or
- for the purpose of interfering with a right or privilege secured by the policy or applicable civil rights law.

Consent and Incapacitation

- “Consent” means “words or actions demonstrating a knowing, willful, unambiguous, and voluntary agreement to engage in mutually agreed-upon sexual activity. Consent is determined based on the totality of the circumstances.”
- “Incapacitation” is a state where an individual lacks the physical and/or mental ability to make informed, rational judgments and decisions (e.g., to understand the “who, what, when, where, why, or how” of her/his sexual interaction). Incapacity could result from mental disability, involuntary physical restraint, and/or from the consumption of alcohol or other incapacitating drugs. A person can be intoxicated without being incapacitated.

Grievance Procedures

- University employees involved in the investigation and resolution process may not have a personal bias or conflict of interest
- Privacy and confidentiality
- Complaint dismissals under certain circumstances
- Separate Grievance Procedures for:
 - Discrimination or Harassment (“Non-Title IX” Sexual Harassment)
 - Title IX Sexual Harassment

Reporting

- Making a complaint
 - Can be made at any time by phone or email or mail
 - May also make complaint to law enforcement
 - Anonymous reports permitted
 - Confidential Resources: on-campus victim advocate, counselors or health center staff or off campus resources

Supportive Measures

- To be offered upon receipt of a report or complaint
- Non-disciplinary, non-punitive, individualized and free services
- Designed to restore or preserve equal access to the University's programs and/ or activities without unreasonably burdening the other party
- Protect the safety of all parties or educational environment
- Deter discrimination or harassment
- Examples: counseling, extensions of deadlines or other course-related adjustments, modifications of work or class schedules, campus escort services, changes in work or housing locations, mutual no-contact orders, and/or leaves of absence

Supportive Measures: Emergency Removal and Administrative Leave

- Individualized safety and risk analysis to determine whether there is an immediate threat to the physical health or safety of any student, employee, or other individual arising from the allegations that would justify a Respondent's removal.
- For students, this may be denied access to campus, facilities or events. For employees, this may be unpaid leave or leave pending resolution of the matter.
- Respondent will be provided with written notice of an opportunity to appeal the decision.

Informal Resolution

- Available at any time prior to reaching a determination regarding responsibility and after the filing of a complaint
- Voluntary, structured interaction between or among the parties that is designed to reach an effective resolution (parties will submit written consent to initiate this process)
 - Examples: mediation, counseling, and/or any other means of resolving a complaint other than a formal resolution process.
- Complainant and Respondent can request to end informal resolution and pursue an investigation at any time
- **Not available in Title IX- sexual harassment allegations of student by employee**

Initial Determination

- The Coordinator will make an initial determination as to whether the reported conduct, if true, could constitute a violation of the Policy, based on information in the Report or Complaint as well as information provided by the potential Complainant during the intake meeting(s).
 - Proceeds to an investigation if the reported conduct alleges a violation of the Policy.
 - Will be closed or dismissed if the reported conduct does not appear to allege a violation of the Policy.

Formal Investigation and Resolution

- Preponderance of the evidence standard
- Notice to the parties
- Investigation
- Investigation Report
- Title IX Sexual Harassment cases only
 - Opportunity for parties to review and respond to evidence and Preliminary Investigation Report
 - Hearing
 - Written Determination
 - Appeal
- Sanctions/Disciplinary Actions and Remedies

Questions?

