

## Course Outline & Learning Objectives

# Accommodating People with Disabilities

Topics	Module Description	Learning Objectives <i>Learners will be able to...</i>
<h3>Introduction</h3> <ul data-bbox="61 596 391 646" style="list-style-type: none"> <li>Brief introduction to the course content and course navigation</li> </ul> <p data-bbox="100 674 298 701">2 Configurable Pages</p>	<ul style="list-style-type: none"> <li>This module provides a brief introduction to the topic of conflicts of interest to prepare the learner for subsequent modules.</li> </ul>	<ul style="list-style-type: none"> <li>Introduction module with configurable pages</li> </ul>
<h3>Protected Individuals</h3> <ul data-bbox="61 842 375 1052" style="list-style-type: none"> <li>U.S. Health Data</li> <li>Rehabilitation Act &amp; the ADA</li> <li>FEHA</li> <li>Enforcement</li> <li>Who is Protected?</li> <li>Individuals Must Be Qualified</li> <li>Essential Job Functions</li> <li>Employment Decisions</li> </ul> <p data-bbox="100 1079 298 1106">1 Configurable Page</p>	<ul style="list-style-type: none"> <li>This module explores different laws that protect faculty, staff, and students from disability discrimination and to whom they apply. The learner is able to identify who is protected by these laws and further explores how employment decisions may be made by applying lessons learned to interactive scenarios.</li> </ul>	<ul style="list-style-type: none"> <li>Identify who is protected by disability laws</li> <li>Identify what qualifies as a current disability versus a past or perceived disability</li> <li>Define what it means to be a qualified individual living with a disability</li> </ul>
<h3>Reasonable Accommodations</h3> <ul data-bbox="61 1241 418 1549" style="list-style-type: none"> <li>Known Disabilities</li> <li>Duty to Accommodate</li> <li>Employee Accommodations</li> <li>Student Accommodations</li> <li>Interactive Process</li> <li>Employee Privacy</li> <li>Medical Questions</li> <li>Medical Exams</li> <li>Testing for Illegal Substance Use</li> <li>Student Privacy</li> <li>Keeping Accommodations Private</li> <li>Defining Reasonable</li> </ul> <p data-bbox="100 1577 298 1604">2 Configurable Pages</p>	<ul style="list-style-type: none"> <li>In this module, the learner dives into the duty to accommodate and what those accommodations look like for faculty, staff, and students. The learner explores the interactive process and will be able to identify privacy concerns when working with medical information. The importance of keeping accommodations private is also established and the learner applies all lessons learned through several interactive scenarios.</li> </ul>	<ul style="list-style-type: none"> <li>Define "reasonable accommodation"</li> <li>Identify the process required to provide reasonable accommodations</li> <li>Identify the limits of reasonable accommodations provided by an institution</li> <li>Define what qualifies an accommodation as "reasonable"</li> <li>Explain how to protect individuals' privacy when determining and implementing reasonable accommodations</li> </ul>
<h3>Conclusion</h3> <ul data-bbox="61 1713 337 1743" style="list-style-type: none"> <li>Brief summary of content</li> </ul> <p data-bbox="100 1770 298 1797">8 Configurable Pages</p>	<ul style="list-style-type: none"> <li>This module provides a brief conclusion and summary of the course content.</li> </ul>	<ul style="list-style-type: none"> <li>Conclusion module with configurable pages</li> </ul>