

AMERICANS WITH DISABILITIES ACT (ADA)

California Polytechnic State University, San Luis Obispo

Audit Report 24-03

February 14, 2025

EXECUTIVE SUMMARY

OBJECTIVE

The objectives of the audit were to ascertain the effectiveness of campus operational, administrative, and financial controls related to the American with Disabilities Act (ADA) to ensure compliance with relevant federal and state regulations, and California State University (CSU) Executive Order 1111 and Cal Poly State University (Cal Poly) policies and procedures. This audit did not include the campus auxiliaries (Cal Poly Partners and Associated Students, Inc.).

SCOPE

Audit and Consulting Services (ACS) focused on procedures in effect from January 1, 2023, to October 31, 2024. Our audit included the following areas to evaluate overall administrative processes and compliance along with student and employee accommodations:

- Facilities Management & Development (FMD)
- Civil Rights & Compliance Office (CRCO)
- University Personnel (UP)
- Disability Resource Center (DRC)
- Disability Access and Inclusion Committee (DAIC)
- Parking & Transportation

Our review was limited to gaining reasonable assurance that essential elements of ADA compliance were in place and did not examine all aspects of the ADA program. Review of compliance with ATI (Accessible Technology Initiative) policy and requirements for procurement of goods and services from third parties were not included in the audit's scope as this was covered in a recent Chancellor's Office audit. Further, this review excluded the Workers' Compensation process managed by the Environmental Health and Safety Department.

CONCLUSION

Based on the findings from the audit conducted through October 31, 2024, the operational, administrative, and financial controls for ADA compliance at the University need improvement.

ACS identified several key areas where the University's ADA compliance and support for individuals with disabilities need to be strengthened. These include the absence of a designated ADA Compliance Coordinator, outdated policies on campus websites and a dated Campus Transition Plan. The audit also noted issues with physical accessibility, such as non-functional automatic doors, limited transportation services for students with mobility impairments, and insufficient mechanisms for reporting accessibility barriers. Furthermore, the University lacks clear policies and procedures to ensure ADA compliance for campus events and posted resources for emergency situations.

ACS recommends appointing an ADA Compliance Coordinator to help centralize ADA compliance efforts for the campus and implement clear reporting mechanisms for accessibility concerns. The University should prioritize repairs to accessibility aids (i.e., DRC tram), enhance emergency evacuation plans for individuals with disabilities, and establish ADA training for faculty and staff. Additionally, a standardized framework for ADA compliance related to campus events should be developed. Implementing the recommended actions will enable the University to meet its legal obligations, promote inclusivity, and provide a more accessible and supportive environment. Effective governance, additional funding, and ongoing monitoring are crucial to ensuring that accessibility needs are consistently met and addressed in a transparent, proactive manner.

Specific observations, recommendations, and management responses are detailed in the remainder of this report.

OBSERVATIONS, RECOMMENDATIONS, AND RESPONSES

1. ADA GOVERNANCE

OBSERVATION

The following items detail the findings related to the ADA governance on campus:

- Per the CSU Executive Order 1111, *Disability Support and Accommodations Policy*, the campus is required to designate an employee to coordinate compliance with EO 1111 and the ADA. In addition, the contact information for the employee is required to be readily available on university websites. ACS noted that the University does have employees who are assigned ADA related activities within the respective departments reviewed, however no one individual is appointed to specifically coordinate all activities to ensure compliance with EO 1111 and the ADA for the University

- Several campus resource websites reference outdated EOs related to accessibility (i.e., the current EO 1111 should be referenced, however, several groups still refer to EO 926)
 - Facilities Management
 - President’s Office
 - Campus Administrative Policy (CAP)
 - Accessibility Policies and Plans
 - Information Security
 - Academic Senate

RECOMMENDATION

ACS recommends that the campus designate an ADA Compliance Coordinator to oversee compliance with EO 1111 and ensure that the coordinator’s information is easily accessible on the University website. ACS recommends that the Compliance Coordinator work to ensure that campus resource websites are referencing the appropriate EOs pertaining to accessibility.

Responsible Parties: Civil Rights & Compliance Office, Office of the President

MANAGEMENT RESPONSE

We concur. However, at current staffing levels, we are not able to implement the recommendation above. CRCO will request funding for an ADA Compliance Coordinator to oversee compliance with EO 1111, Disability Support and Accommodations Policy and ensure that the coordinator’s information is easily accessible on the University website. The Compliance Coordinator will work to ensure that campus resource websites are referencing the appropriate EOs pertaining to accessibility.

Anticipated implementation date: TBD

2. TRANSITION PLAN AND ACCESS BARRIER TRACKING

OBSERVATION

The following items detail the findings related to the Campus Transition Plan:

- The campus has not updated its Transition Plan since 2013. This includes maintaining an active listing of all on and off campus buildings, existing barriers, maps of physical grades and barriers, etc. Further, there is not a repository of ADA compliance measurements retained

- The campus does not have a monitoring process in place to assess existing architectural/physical barriers and conditions at variance with current building codes
- Accessibility issues are identified ad hoc, such as via the DRC physical access survey and remediated by FMD. However, the campus currently lacks a clear, easily identifiable method for the public and campus community to provide feedback or report instances of ADA noncompliance. While the DRC website includes an option for submitting reports, this site is primarily geared toward student accommodations and may not be intuitive for individuals seeking to report accessibility concerns. Additionally, the form to submit such reports requires a Cal Poly login credential which are not accessible by the public
- There is a lack of transparency and communication between divisions/functional groups to track the progress of barrier remediation on campus

RECOMMENDATION

ACS recommends that the campus continuously update its Campus Transition Plan to reflect current campus conditions and use it as a planning tool to evaluate and confirm program compliance and prioritize outstanding needs of the campus.

ACS recommends that the University establish a dedicated, clearly visible platform or reporting mechanism specifically for reporting ADA noncompliance. This platform should be easily accessible from the main University website, separate from student accommodation resources, and should not require login credentials to submit a report. Additionally, the reporting process should be promoted through multiple communication channels to ensure that all campus community members and the public are aware of how to report accessibility concerns. This will help ensure compliance with ADA regulations and demonstrate the University's commitment to accessibility and inclusivity.

ACS recommends that the campus develop a process to track the progress of the remediation of accessibility barriers that can be shared at a cross functional or division level.

Responsible Parties: Facilities, Disability Resource Center, Housing

MANAGEMENT RESPONSE

We concur. Facilities Management and Development (FMD) has dedicated funding solicited proposals from a third-party vendor to update the current Accessibility Transition Plan currently housed on the university website. This will include updating barriers that have been removed since the previous plan update, identification of current potential barriers, and confirmation that previous barriers are still relevant or have been mitigated in other means. Campus will determine a regular interval, likely annual or biannual, for updates to the transition plan and will develop a process to update barrier removals in real time as

projects are completed or facility barriers removed as part of focused efforts. Campus will provide clearer information on the public website to include current known barriers, planned barrier removal, and prior barriers removed.

Anticipated Implementation Date of Transition Plan Update: August 29, 2025

Anticipated Implementation Date of First Planned Review: June 30, 2026

3. EXTERNAL FUNDING

OBSERVATION

The campus does not have a dedicated funding source allocated to ADA accessibility accommodations. Projects to improve accessibility on campus are usually budgeted as a part of an overall capital project (i.e., updating ramps from a parking lot to a new building) or a work-order request funded by a department. The University also does not actively pursue outside funding via available grants.

RECOMMENDATION

ACS recommends that the respective groups identify grants that the campus can apply for to help support the funding of ADA projects outside the scope of formal capital outlay projects. The additional funding can serve as a resource to make accessibility accommodations as the need arises versus a pending capital project.

Responsible Parties: Facilities, Disability Resource Center

MANAGEMENT RESPONSE

We concur. The campus will continue to request funding for accessibility upgrades from the Chancellor's Office on an annual basis as part of the 5 Year Capital Plan process. However, funding from the Chancellor's Office has been limited in recent years. The campus will work with the grants team to identify potential funding from local, state, federal, and private sources. Facilities Planning & Capital Projects (FPCP) will also collaborate with the grants team during annual capital planning and establish regular check-ins to monitor grant progress.

Anticipated Implementation Date for 5 Year Capital Plan: May 1, 2025 (pending CSU timing/process)

Anticipated Implementation Date grant team engagement: August 29, 2025

4. PHYSICAL ACCESSABILITY

OBSERVATION

Per inspection of campus buildings and survey responses submitted via the "Campus Facilities Feedback Form", ACS noted that the presence of wheelchair-accessible stickers on non-automated doors led to confusion regarding the level of accessibility to enter buildings on campus. ACS notes that a wheelchair-accessible sticker can be placed on a door to indicate that the door is designed to meet basic accessibility standards to allow a person using a wheelchair to pass through. However, the door is not required to be automatic. Non-automatic doors that meet the other accessibility criteria (such as width and ease of operation) can still be compliant.

ACS noted the following regarding the physical accessibility of doors (automated/manual) on campus selected for sampling:

- Building 52: There are 8 doors used to access the building. 1 out of the 8 doors has a wheelchair accessible symbol on it, however it is a heavy non-automated door
- Vista Grande: 3 out of 4 automatic doors (internal and external buttons) were not functioning at the time of the audit
- University Union: 1 automatic restroom door was not functioning at the time of the audit
- Building 1: ACS noted that there are 3 entrances into Building 1. However, only 2 can be accessible by wheelchair as indicated by a sticker. The 1st story door is marked with an accessible sticker, however, there is no automatic door. The 2nd story entrance has an accessible sticker and is equipped to be an automated door, however, it was not operating during the time of the audit
- Frost Center: ACS noted 3 out of the 4 automated door entry points were not operating effectively during the audit period:
 - Door 1: Double door located on the Ground Floor (middle entrance):
 - Left door: inside button activated the door, outside button did not activate the door
 - Right door: inside button worked but only opened door one quarter of the way, outside button did not activate the door
 - Door 2: Double door located Ground Floor (North Entrance):
 - Inside button: functional door but opened slowly
 - Outside button: button did not activate the door
 - Door 3: Double Door located in bottom floor (North Entrance) had 2 buttons (one at waist-level and other at foot-level)
 - Inside buttons: waist-level button activated the door, foot-level did not activate the door
 - Outside buttons: waist-level and foot-level activated the door

RECOMMENDATION

ACS recommends that the campus review current signage for building doors with wheelchair accessible stickers on the doors and consider improving the signage to clarify the entry's accessibility. Increased transparency of the accessibility feature will foster a more inclusive environment for the campus.

ACS recommends that the campus identify automatic doors on campus that need to be maintained to be returned to full functionality.

Responsible Parties: Facilities, Disability Resource Center

MANAGEMENT RESPONSE

We concur. FMD will initiate work orders for the entrances indicated in this audit and remediate findings from the upcoming Accessibility Transition Plan update. FMD will update the accessibility map available on the Transition Plan website to reflect current locations of automated doors for purposes of visibility to users and develop of a preventative maintenance program for entrances. Lastly, FMD will improve the notification system for users when accessible features are not functioning to enhance transparency of campus accessibility features.

Anticipated implementation Date for work order submissions: May 1, 2025

Anticipated implementation Date for completion of planned repairs: December 31, 2025

5. EMERGENCY PROCEDURES

OBSERVATION

The following items detail the findings related to emergency procedures:

- The campus building evacuation plans, emergency action plan, and posted emergency resources do not clearly address both functional needs and access for individuals with disabilities
- The campus does not have a centralized listing of individuals that may require assistance in the event of an emergency. However, ACS notes that the campus does have a listing of registered students who receive services through the DRC that can be referenced, however, this list does not include faculty, unregistered students with disabilities, or guests on campus

RECOMMENDATION

ACS recommends that the University assess its current campus infrastructure and update building evacuation and emergency action plans to include specific emergency, sheltering, and evacuation protocols for individuals with disabilities. The assessment should ensure that elements such as accessibility for individuals relying on transport mobility aids, particularly in multi-story buildings, have solutions like manual/automatic evacuation chairs or have designated areas of refuge in which assistance can be provided by trained individuals to help with evacuation.

ACS recommends that the campus create a voluntary, confidential registry of persons with disabilities who may need individualized notification or evacuation assistance including students, faculty, and staff.

Responsible Parties: Public Safety, Environmental Health and Safety, Disabilities Resource Center, University Personnel

MANAGEMENT RESPONSE

We concur. The Department of Emergency Management will lead the efforts between Public Safety, Environmental Health and Safety, Disabilities Resource Center, and University Personnel to assess its current campus infrastructure and update building evacuation and emergency action plans to include specific emergency, sheltering and evacuation protocols for individuals with disabilities.

We concur. The campus will create a voluntary, confidential registry of persons with disabilities who may need individualized notification or evacuation assistance for students, faculty, and staff.

Anticipated Implementation Date: 06/01/2026

6. STUDENT RESOURCES AND ACCOMODATIONS

OBSERVATION

The following items detail the findings related to student resources and accommodations on campus:

- During the audit period, the DRC had two ADA-accessible vehicles for "door-to-door" transport of individuals with accessibility needs. In 2023, one tram was taken out of service after an on-campus accident and was not replaced. The second tram was temporarily out of service for subframe bracket repairs for an extended period of

time. As a result, no tram services were available for wheelchair users, though golf carts were provided for students without mobility aids. ACS notes that no students required tram services while the van was not operational

- Per the standards recommended by the Association on Higher Education and Disability (AHEAD), the number of registered students per full-time staff in a disability resource office ratio range from 91:1 on a small campus of less than 1,500 students to 159:1 on large campuses of 30,000 students or more. The current ratio for Cal Poly is 555:1
- ACS notes that there are opportunities for improvement in the housing accommodation request tracker used by the DRC and housing department. Specifically, two instances were noted where functional details that were necessary for completing accommodation requests (e.g., required bunk bed height adjustments), were not documented on the tracker. Although email correspondence between the departments requesting these details was reviewed, it was only retained within the DRC accommodation request system which is inaccessible to the housing department
- ACS noted three instances in which the student profiles lacked sufficient detail to support the accommodation granted by the DRC

RECOMMENDATION

ACS recommends that the campus prioritize the timely replacement or repair of its ADA-accessible vehicles to ensure continued availability of transportation services for individuals with mobility impairments. While golf carts were available for non-wheelchair users, the absence of specialized tram services for wheelchair users may limit accessibility for some individuals. The DRC should coordinate with Fleet Services to establish a contingency plan to address vehicle downtime and ensure replacement vehicles are available promptly in case of accidents or repairs.

ACS recommends that the housing accommodation request tracker process be reviewed and determine if any efficiencies can be made. This may include ensuring that all essential functional details, such as specific requirements for accommodation adjustments, are consistently documented and accessible to both the DRC and housing department. Additionally, any relevant email communications should be integrated into the tracker or stored in a shared system to ensure all departments have access to the necessary information for completing accommodation requests efficiently.

ACS recommends that access specialists be reminded to ensure that student accommodation profiles are complete and include sufficient support evidencing the required interactive process to grant accommodation.

Responsible Parties: Disability Resource Center, Housing

MANAGEMENT RESPONSE

We concur. The DRC will work with Fleet Services to prioritize repairs for the wheelchair accessible van. Currently the campus faces challenges in timely repairs due to the year, make, and model of the DRC van that can assist individuals with mobility impairments. Given the model and age of the vehicle, locating parts when needed can be a challenge and often require ordering and delivery from various locations. The DRC will explore the options for purchasing an additional vehicle or golf cart that is wheelchair accessible.

The DRC will collaborate with University Housing to develop an accommodation module in Star Rez (housing software program) that allows both DRC and housing professionals to have access to real time accommodations.

The Director for the DRC will provide an overview training around documenting sufficient evidence in case notes regarding the interactive process in determining reasonable accommodations.

Date of Implementation: September 29, 2025

7. EMPLOYEE RESOURCES AND ACCOMODATIONS**OBSERVATION**

The following items detail the findings related to employee resources and accommodations on campus:

- Per the 2022-2024 Biennial Accessible Parking Audit Report performed by the Cal Poly Parking and Transportation Services, the campus has exceeded the number of required ADA parking spaces. However, given the campus terrain and elevation, there is a risk that staff and faculty may not get an ADA parking spot within a reasonable proximity to their office or classroom. This results in undue difficulties in getting to the workplace. ACS noted that faculty and staff can use the Mustang Shuttle similarly to students. However, there is currently no program in place that can provide a more "door-to-door" service like the DRC tram system. Currently, for staff/faculty, there are designated staff lots with handicap spaces in each lot, however, the location of the lot may not match with a stop on the Mustang Shuttle

RECOMMENDATION

ACS recommends that the campus explore developing a more "door-to-door" transportation service for faculty and staff with mobility impairments, like the DRC tram system. While ADA parking spaces are available, the campus terrain and distance from

designated parking lots to offices and classrooms may create accessibility challenges. A dedicated shuttle or enhanced transport options would help mitigate these difficulties and improve accessibility for staff and faculty.

Responsible Parties: University Personnel, Disability Resource Center, Facilities (Fleet)

MANAGEMENT RESPONSE

We concur. Campus leadership including the Senior Vice President of A&F, the Interim Vice President of Student Affairs, the Acting Vice President of University Personnel, and the AVP for Public Safety are exploring the opportunities for a dedicated shuttle or other enhanced transportation options to improve accessibility for the campus as a whole.

Determination of campus solution: August 29th, 2025

Implementation of campus solution: Fiscal year 2025-2026

8. DISABILITY AND ACCESSABILITY INCLUSION COMMITTEE

OBSERVATION

The following items detail the findings related to the DAIC:

- The DAIC consists of 18 members comprising key stakeholders from across campus, including students, faculty, staff, and leadership. The 18 positions have been determined by the Chancellor's Office and members are appointed by the Office of the President on an annual basis. ACS noted:
 - In 2023-2024 academic year, there were two unappointed positions within the Committee: Representative for Students with Disabilities and Contracts & Procurement Representative
 - The attendance rate for the meetings per the posted meeting notes included: (3 out of 6 that should be posted)
 - Spring Quarter 2022-2023: 44%
 - Winter Quarter 2023-2024: 56%
 - Spring Quarter 2023-2024: 44%
 - Further, ACS noted the individual department representative attendance of the meetings above:
 - Representative was in attendance for 0 out of 3 meetings (6)
 - Representative was in attendance for 1 out of 3 meetings (3)
 - Representative was in attendance for 2 out of 3 meetings (6)
 - Representative was in attendance for 3 out of 3 meetings (3)
- The DAIC has six subcommittees focused on accessibility initiatives, but participation is not mandatory, and less than half of the members are actively involved in at least

one committee. This limited engagement may hinder the effectiveness and support of the subcommittees' efforts in the following areas: "Accessible Wayfinding," "Inclusive Design Champions," "Campus Transition Plan," "Physical Accessibility Issues," "Campus Paratransit for Faculty/Staff/Guests," and "Global Accessibility Awareness Day"

- DAIC has not consistently posted the annual reports, agendas, and meeting notes since 2019 on the DAIC website. During the audit, the DAIC uploaded documents from 2019 to 2024 to the DAIC website. However, ACS noted that two meeting agendas and three meeting notes within the scope of the audit period were not posted to the website

RECOMMENDATION

ACS recommends the following:

- Ensure that all positions in the DAIC are delegated timely as part of the annual appointments from the President's Office
- The DAIC should remind members of the importance of attending the Committee meetings and implement a request within the Committee that if a member cannot attend, they should send a delegate on their behalf
- The DAIC should require members to join at least two subcommittees to ensure better support and active involvement in accessibility initiatives. This will promote more collaboration and strengthen the impact of these efforts across campus
- Ensure that annual reports, meeting agendas, and meeting notes are posted timely on the DAIC website after meetings

Responsible Parties: Disability Accessibility Inclusion Committee, Office of the President

MANAGEMENT RESPONSE

We concur. The DAIC will:

- Coordinate with the President's Office on an annual basis to ensure that all positions in the DAIC are delegated timely
- Request that the committee members send a designee when we receive a decline to attend a committee meeting
- Require that each committee member joins at least two subcommittees, and that each subcommittee has a lead assigned who will be responsible for ensuring those subcommittees meet quarterly
- Ensure that annual reports, meeting agendas, and meeting notes are posted timely on the DAIC website after meetings

Anticipated date of implementation: August 29th, 2025

9. ADA COMPLIANCE POLICIES FOR EVENTS

OBSERVATION

The University lacks clear policies, procedures, and training for event organizers to ensure ADA compliance (i.e. Title II - Effective Communication and Parking/Transportation) to promote equal access for both public and internal events:

- There is no defined framework outlining which events require auxiliary aids and services (i.e., closed captioning or sign-language interpreters), nor are advertising timing requirements for informing the community about these services established for the campus
- There is no centralized guidance for event hosts to assess parking requirements for their events. Consequently, there is a significant reliance on event hosts to notify Transportation and Parking Services (TAPS) regarding parking and transportation considerations. As a result, the TAPS may only be aware of a limited number of events on campus that require parking planning. Further, the absence of a centralized method for tracking events may hinder the ability to ensure campus-wide compliance with parking requirements and ADA accessibility needs, particularly during high traffic times
- A process for reviewing and retaining exemption requests for ADA accommodations for events, where necessary, has not been implemented by the campus

RECOMMENDATION

ACS recommends the University implement clear ADA compliance policies for events. This should include but not limited to covering auxiliary aids and advertising timelines (as per Title II-Effective Communication) along with parking requirements. Additionally, the University should review current parking request procedures and identify points of improvement to enhance coordination across departments and with event organizers, particularly smaller groups, to ensure proper planning and compliance with campus parking and ADA standards. Lastly, event organizers should be provided with resources or training to ensure ADA compliance to promote equal access for all individuals at their events.

A process should also be implemented to review and retain exemption requests for these requirements where providing accommodation would fundamentally alter the nature of the service or cause an undue financial or administrative burden.

Responsible Parties: Risk Management (CAP), Transportation and Parking Services (TAPS), Conference and Event Planning

MANAGEMENT RESPONSE

We concur. However, given the legal significance and sensitivity in ensuring ADA compliance for the University, we will defer coordination of the policy development until the ADA Compliance Coordinator is hired. The ADA Compliance Coordinator should be responsible for drafting policies and procedures in coordination with respective departments (i.e., Parking and Conference and Event Planning) to ensure compliance with ADA, including the areas mentioned in the observation, and be responsible for any training for these policies. Risk Management (CAP) will only participate in an administrative role in posting policies but will not be responsible for drafting policy.

Risk Management (CAP) will work with the ADA compliance coordinator to evaluate the impact of ADA content on other CAP policies (i.e., Time, Place & Manner) and develop a plan to update policies as needed to ensure compliance with ADA.

Anticipated implementation date: TBD

10. TRAINING AND AWARENESS

OBSERVATION

The following items detail the findings related to training and awareness on campus:

- The campus lacks a formal standardized ADA training program for faculty and staff, resulting in insufficient awareness of ADA compliance requirements and disability accessibility needs. ACS notes that the CSU does have a mandated Discrimination and Harassment Prevention Program for supervisors and non-supervisors which focuses on discrimination of protected status, such as those with a disability, but does not focus on ADA compliance and accessibility needs
- There are accessibility resources and trainings available for CSU employees, but there is no designated person on campus to lead or enforce consistency in the accessibility training
- Awareness of the services provided by the DRC are not widely available or communicated to the student body. As such, there are individuals who have disabilities that are not registered with the DRC

RECOMMENDATION

ACS recommends that the campus identify or develop training resources that can be distributed to the appropriate levels of staff and faculty covering disability awareness, accommodation provisions, accessibility requirements, ADA, Section 504, and CVAA (Communications and Video Accessibility Act) compliance, as well as harassment

prevention. This training should ensure that all employees are informed about relevant legal requirements and best practices for creating an inclusive campus environment. Examples of resource trainings accessible to CSU employees, but currently not required are: "Serving Students with Disability" which lists the relevant CSU Policies and Executive Orders pertaining to ADA and disability inclusion, outlines the interactive process to grant accommodations, common barriers, and accommodation types. The campus should also determine if additional training should be assigned to those who may work more directly with implementing accessibility requirements and accommodation requests for the campus. The training program should be mandatory, and completion of the training should be monitored by the campus.

ACS recommends updating the "Admitted & Prospective Student" website to include a direct link to the DRC webpage, so students are aware of disability resources.

Responsible Parties: Civil Rights & Compliance Office, University Personnel, Risk Management (CAP), Disability Resource Center

MANAGEMENT RESPONSE

We concur. However, at current staffing levels, we are not able to implement the recommendation above. CRCO will request funding for an ADA Compliance Coordinator to identify or develop training resources that can be distributed to the appropriate levels of staff and faculty covering disability awareness, accommodation provisions, accessibility requirements, ADA, Section 504, and CVAA (Communications and Video Accessibility Act) compliance, as well as harassment prevention. This training should ensure that all necessary employees are informed about relevant legal requirements and best practices for creating an inclusive campus environment. The Compliance Coordinate will also determine if additional training should be assigned to those who may work more directly with implementing accessibility requirements and accommodation requests for the campus. The training program should be mandatory, and completion of the training should be monitored by the campus. We support updating the "Admitted & Prospective Student" website to include a direct link to the DRC webpage, so students are aware of disability resources.

Anticipated implementation date: TBD