

TEMPORARY INJURIES AND ILLNESSES POLICY

Temporary injuries and illnesses are not covered as disabilities under the Americans with Disabilities Act or under Section 504 of the Rehabilitation Act. The University recognizes, however, that such injuries/illnesses can occur during the school year and may adversely affect a student’s ability to fully participate in classes.

Because temporary injuries and illnesses are not considered to be disabilities, they generally do not qualify for accommodations. A **temporary injury or illness** is a short term impairment in functioning. Students with temporary injuries or illnesses are not expected to register with Student Disability Services (SDS).

There may be exceptions to the above depending on the severity and duration of the injury or illness. Generally, injuries or illnesses with serious, longer-term consequences or extensive recovery periods may be considered to be **temporary disabilities** rather than temporary injuries. Students with temporary disabilities may qualify for accommodations through SDS. Typically, to qualify for a temporary disability, recovery time will last four months or longer.

Temporary Injury/Illness examples	Temporary Disability examples	Permanent Disability examples
Broken arm, wrist, finger, leg	Surgical Bone Fracture Repair	Paraplegia/Quadriplegia
Flu/Pneumonia	Cancer Treatment	Post-Chemo Syndrome
Simple Concussion	Repeated Concussions	Traumatic Brain Injury
Food Poisoning	Lyme's Disease	Sickle Cell Anemia
Appendicitis	Open Heart Surgery	Organ Replacement
Simple Test Anxiety	Depression	Bipolar Disorder

Students with temporary injuries and illnesses are encouraged to work directly with faculty because faculty are uniquely situated to provide assistance to students with temporary injuries and illnesses. Students must be proactive. Timely, frequent, and open communication with faculty is essential to ensuring that needs are met. Faculty may request the student provide a letter certified from a health care provider detailing the diagnosis/injury, the impact, and the length of time assistance may be needed. Retroactive assistance is rarely, if ever, approved; however, it is at the faculty member’s discretion to do so. Faculty have the authority to make accommodations based on evidence provided by the student. If the faculty decides not to provide an accommodation that the students deems is necessary, the student may appeal to the department chair or program director (or dean, when the faculty is chair or program director) and then to the Dean.

Attendance

The University has policies in place regarding attendance and allows faculty discretion to set attendance rules in their classes. Students should talk with instructors immediately if there are absences resulting from an injury or illness. In situations where students are unable to communicate with faculty because of an injury or

illness, the student's family should immediately contact the Office of Leadership and Advocacy regarding absences related to the injury or illness. That office can be reached by calling 662-915-7248.

Depending on the severity of the injury/illness and the number of absences a student may have, the student may choose to explore a withdrawal from classes. Students are encouraged to speak with instructors about this option. Students considering this option should also contact the Registrar's office 662-915-7792 for information.

Class Notes

If an injury impacts the ability to take notes, students are encouraged to explore the following options:

- Ask another student in the class to share notes. Notes can be shared via email or the use of a copier. Public copiers are available in the library for student use. Students with temporary injuries may also request to use the SDS copier to copy notes for the duration of the injury.
- Discuss with instructors the possibility of audio recording lectures or using a laptop for notetaking.

Written/Typed Assignments and Homework

Students should ask a friend or family member to hand-write or type assignments. If no one can provide that assistance, it may be necessary to hire someone to perform these tasks.

Students may also use voice-to-text software or phone apps. Free versions of this software are available. Students can also purchase this software if necessary.

Exams and Other Course Evaluations

It can be particularly difficult for students with temporary injuries, especially hand injuries, to take exams, tests, or quizzes. Below are some suggestions that students should discuss with instructors:

- Answering questions on the test paper instead of using a Scantron;
- Using a scribe provided by the instructor;
- Having additional time to complete tests;
- Using a laptop for tests instead of hand-writing answers
- Answering test questions orally.

Physical Access to Buildings

If a student has a temporary injury that impacts the ability to walk unassisted, SDS may be able to re-locate a class that is located in one of the few buildings on campus that does not have an elevator, to a classroom in a fully accessible building.

If a temporary injury creates the same limitation in a campus residence hall, students should speak to a Housing staff member about options that may be available.

Transportation

The University does not have an internal transportation system and does not provide personal transportation for students with permanent disabilities or temporary injuries. There are several options available to students who may have difficulty walking.

- Friends or family members can drive the student where she or he needs to go.
- Temporary handicap parking may be used with appropriate documentation. The University's Department of Parking and Transportation can provide students with the process for requesting this assistance. Their telephone number is 662-915-7235 and website address is <http://www.olemiss.edu/parking/ADA.html>
- The Oxford University Transit System (OUT) has fully accessible buses that service most of Oxford and campus. Use of the buses is free for students who show a valid campus ID. The Oxford/University bus schedules and routes can be accessed on the City of Oxford's website at <http://www.oxfordms.net/visitors/oxford-university-transit>.
- There are a number of taxi cab companies in Oxford. The Oxford Visitors Center keeps a list of cab companies on their website at <http://visitoxfordms.com/about-oxford/directions-transportation/>.
- Students may also contact local medical supply companies about the possibility of renting medical scooters, wheelchairs, or other mobility devices.

Personal Assistance

The University is not legally required to provide assistance of a personal nature. Personal assistance includes, but is not limited to, assistance carrying books, scribing or typing, personal attendants, medical equipment such as crutches or wheelchairs, or transportation.

Applying for Temporary Accommodations through SDS

Students who have temporary disabilities, the recovery of which may take four (4) months or longer, should reach out to SDS to explore available options for accommodations.

Every effort is made by SDS to process requests in a timely and efficient manner. Please be aware, however, that the approval process for ADA accommodations through SDS can take two or more weeks, depending on how quickly the student provides required documentation and the SDS active caseload. Because of this, students with temporary disabilities are strongly encouraged to work directly with faculty regarding their needs in the classroom while moving through the SDS approval process.

The process for requesting accommodations through SDS is as follows:

1. Submit a completed and signed intake application to SDS;
2. Complete an initial interview with an SDS staff member;
3. Submit medical documentation that meets the same standards as that required for permanent disabilities (documentation guidelines available on the SDS website at sds.olemiss.edu). In addition to documentation that meets the published guidelines, documentation of temporary disabilities **must** also include a specific date when assistance is no longer necessary.

Again, this process may be time consuming so students are encouraged to explore other options for assistance that may be available.

Please do not hesitate to contact Student Disability Services with any questions or concerns:

Location: 234 Martindale
Telephone Number: 662-915-7128
Email Address: sds@olemiss.edu