

Reasonable Accommodation Verification

Confidential Information

August 25, 2025

TO: University of Montana Faculty

FROM: Bonnie Kurien, Access Consultant

STUDENT: Monte Bear (UM ID: 790867530)

The University of Montana (UM) is dedicated to creating an accessible learning environment and complying with civil rights laws that mandate reasonable accommodations for academic programs. This letter informs you that the student named above is registered with UM's Office for Disability Equity (ODE) and has requested reasonable accommodations to minimize disability-related barriers to ensure equal access. The student has met with ODE and provided us with the necessary documentation. For detailed guidance, please visit [ODE's Faculty and Staff web resources](#).

ODE has approved the following accommodations:

- 1.5 (50%) extended test time in a quiet, distraction-reduced environment.
- Recording lectures. Students understand they must inform faculty that they intend to audio record the course for note-taking purposes and may be required to complete a recording agreement.
- Note taker. Students will try to find a volunteer note taker. If their search is unsuccessful, they may approach you for assistance in finding a note taker.
- Flexibility with attendance and deadlines. Students must work with faculty to mutually agree on maximum absences and reasonable deadlines. The general parameters allow for two additional absences beyond the attendance policy and allow up to 48 hours to submit missed assignments. Please contact me if these parameters do not work for your course or if you have concerns about the impact on course requirements.

As a faculty member, you are required to engage in one of the options listed below:

1. Implement the accommodation(s) in your course this semester. This will likely include communicating with the student, as necessary, to establish how best to implement the accommodation(s). ODE is available to support questions and concerns about implementation.
2. Immediately contact me if you need clarification or have any objection to the listed accommodation(s).

Please note the following guidelines for faculty regarding students' responsibilities:

- ODE advises students to notify faculty of their accommodation requests early in the semester.
- ODE advises students to communicate in advance regarding their accommodation requests. Retroactive accommodation requests do not have to be honored.
- The student may choose not to utilize accommodations.

Please note the following guidelines for faculty regarding students' accommodation requests:

- Faculty should not request documentation of a student's disability.

- Faculty should not independently reject an accommodation request.
- Some listed accommodations may not align with specific course activities.

Please note the following guidelines for faculty regarding fundamental alterations:

If a requested accommodation is in question, ODE will continue to engage in the interactive process by following UM's fundamental alteration process. This process involves reasoned deliberation between the faculty member(s) and ODE.

Accommodations should not fundamentally alter a course. A fundamental alteration either (a) modifies academic requirements that are essential to the instruction or related to a licensing requirement, (b) lowers academic standards, or (c) substantially alters the course or program.

Determining whether an academic accommodation constitutes a fundamental alteration is decided on a case-by-case basis and requires careful and reasoned deliberation of the specific request before refusing to provide such accommodation. As part of the interactive and fundamental alteration processes, UM will examine instruction and assessment methods to determine how information is taught and what reasonable alternative opportunities are available for teaching and learning the information, the format of materials, and the demonstration of necessary skills. Adapting how a specific course is conducted for a particular student may be appropriate depending on the nature of the course and the requirements identified in the course syllabus and/or program technical standards. ODE will provide guidance and support to faculty implementing course adaptations and/or modifications, when applicable.

If you have any questions about implementing the accommodation(s) provided in this letter, please contact me at bonnie.kurien@umontana.edu or 406-243-7804.

Thank you for your collaboration in providing students with full and equal access to the academic opportunities at the University of Montana.