

Disability Services:

- **Qualified individuals with disabilities must meet “normal and essential eligibility requirements”, such that: For purposes of employment, qualified individuals with disabilities who, with reasonable accommodation, can perform the essential functions of the program for which they have applied.**
- **The Academy will take reasonable steps to accommodate [one’s] disability unless it causes the Academy undue hardship or fall outside the Bureau of Proprietary School Supervision guidelines.**
- **The applicant is required to fill out the Request for Reasonable Accommodations form and supply supporting documentation. The Academy will assess and make reasonable accommodation for students with disabilities on a case-by-case basis.**
- **Wheelchair accessible.**

Request for Reasonable Accommodations:

- **The Academy Admissions Director has been designated to handle inquiries regarding non-discrimination policies and services for disabilities, including intellectual disabilities.**
- **Individuals with disabilities are afforded an equal opportunity to participate in The Academy’s programs and activities, along with equal employment opportunities in the industry, but note that The Academy and future potential employers may only be required to make reasonable modifications or accommodation for such individuals, as required by law.**
- **The Academy is required to implement reasonable accommodations and adaptations for qualified individuals protected under the Americans with Disabilities Act of 1990. If a requested accommodation is too costly for the program, The Academy may legitimately seek a less expensive alternative. If the request is for a Service Dog, the dog must be housebroken, controlled on a leash and if the Service Dog barks at students, staff, or student salon training area guests, the dog will not be allowed to stay or return to The Academy premises. Based on the requests, The Academy Owner and Director will determine the next steps and exactly what reasonable accommodation The Academy can provide.**