



Office for Student Access Student Handbook



February 2025

Office for Student Access



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Please ensure that **OHSU Student Access** is
included on the cover page

Websites

[Public Website](#)

[SharePoint Site](#)

[O2 \(Intranet\)](#)



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Introduction

The Office for Student Access (OSA) supports the mission and value of diversity at OHSU by facilitating equal access to its programs and services through the provision of reasonable student accommodations for disability, pregnancy and parenting, and religious expression.

Students who require academic accommodations begin their request with OSA. OSA will then engage in an interactive process with the student and academic departments, as needed, to determine which accommodations are reasonable. Reasonable accommodations are approved on a case-by-case basis and may include academic adjustments, auxiliary aids and/or program modifications. Reasonable accommodations are designed to give students an equal opportunity to participate in an academic program without fundamentally altering the program, lowering standards, or posing a threat to health or safety.

[Section 504 of the Rehabilitation Act of 1973](#), the [Americans with Disabilities Act \(ADA\) of 1990](#), the [ADA Amendments Act \(ADAAA\) of 2008](#), [Title IX of the Education Amendments Act of 1972](#) as well as other applicable federal and state regulations prohibiting discrimination on the basis of disability, sex and gender, and religious beliefs help guide OSA's work with students. Additionally, OHSU has specific policies that provide additional guidance. Students should review all OHSU policies related to equal access for students with disabilities.

Students requesting accommodations are strongly encouraged to review this handbook and related policies in their entirety.

The process to request and implement accommodations can take time. It may take **up to 4 weeks** for OSA to review new accommodation requests with additional time needed for programs to coordinate and implement approved accommodations.

Accommodations are generally **not retroactive**. Students are therefore encouraged to contact OSA as soon as possible to discuss their accommodation needs.



Student Rights and Responsibilities

Student Rights

Qualified students have the right to:

- An equal opportunity to participate in and benefit from courses, programs, services, and activities offered through the University.
- An equal opportunity to receive reasonable accommodations (academic adjustments, auxiliary aids, and services) for disability, Title IX pregnancy and parenting, and religious expression.
- Appropriate confidentiality of information related to their accommodations and to choose to whom, outside the University and its partners, information about their accommodations will be disclosed, except disclosures that are required/permitted by law and OHSU policy/procedures. OSA student records fall under the [Family Educational Rights and Privacy Act \(FERPA\)](#).

Student Responsibilities

OSA does not require students to use accommodations. Students are responsible for following established procedures to request reasonable accommodations. Students who wish to obtain accommodations are responsible for:

- Meeting and maintaining OHSU's fundamental academic and [technical standards](#) (with or without reasonable accommodations).
- Self-identifying as a student needing reasonable accommodations.
- Following institutional policy, procedures, and guidelines to request information, services, and accommodations.
- Requesting accommodations in a timely manner in alignment with the accommodation request timelines outlined in this handbook and/or the accommodation letter. (**Note:** individual programs may have different timelines, it is important that students review their accommodation letter for these specific timelines.)
- Demonstrating competency in learning outcomes for courses, academic programs, and activities as required by their academic program.
- Communicating with faculty, service providers, and academic programs regarding their accommodation needs.
- Notifying OSA of any issues, concerns, or delays regarding accommodations.

Confidentiality

OSA maintains all accommodation information, including documentation, accommodation letters, and correspondence in accordance with state and federal laws, and OHSU policy. OSA records, including disability documentation, are protected under the [Family Educational Rights and Privacy Act \(FERPA\)](#). These records are housed in a confidential database accessible by OSA staff only.

An OHSU student's academic record, degree information, and transcript will not reflect a student's registration with OSA or eligibility for accommodations.

In accordance with federal and state laws regarding academic record retention, and OHSU policy, OSA maintains student records for a minimum of 5 years after last student contact (e.g., when a student graduates, completes their program, or stops taking classes at OHSU).

Disclosure of Accommodation Information

FERPA allows OSA staff to disclose certain information without a release to school officials with a legitimate educational need to know. School officials may include faculty or staff of an academic program, clinical rotation, research lab, practicum/internship, partner institution personnel, etc. Only school officials who are involved in the accommodation process (i.e., are a part of coordinating or implementing approved accommodations) are considered as having a legitimate educational need to know.

To implement accommodations, students must share their accommodation letter with their faculty.

If questions arise when implementing accommodations, OSA may also need to share a student's eligibility for accommodations and the list of approved accommodations. OSA will only disclose the information that is necessary to ensure accommodations are appropriately implemented. OSA will not disclose specific diagnosis/medical information and/or specific religious affiliation information.

Requests to Limit Disclosure of Accommodation Information

Students may request to limit disclosures that generally fall under a FERPA educational need to know. Students requesting that OSA not disclose accommodation information at any level must submit in writing their request specifically describing what level, if any, of disclosure they are authorizing.

If a student asks that we do not discuss their situation with faculty or staff, their request will be honored except when disclosure is required by law or OHSU policy. However, students need to understand that if they are requesting OSA to provide accommodations, and if they prohibit the individuals responsible for implementing accommodations from discussing critical components of the situation, then it may not be possible to implement an accommodation.

Mandatory Reporting and Other Required Disclosures

In some situations, OSA may be required to break confidentiality. OSA staff are designated reporters and must report disclosures of:

- Discrimination,
- Harassment,
- Retaliation,
- And/or Sexual Misconduct

OSA staff are required to report these disclosures to [OHSU's Office of Civil Rights Investigations and Compliance \(OCIC\)](#).

OSA staff are also required to report imminent threats to safety and instances of abuse and neglect of vulnerable populations (i.e., children, elderly, adults with disabilities) to law enforcement or the Department of Human Services (DHS)

If legal proceedings are initiated, OSA may also be required to provide a student's OSA record to OHSU's legal counsel.

Additional Disclosure Information

Student Disclosures

Students may disclose disability information and/or religious affiliation at any time outside of OSA but are never required to do so. If at any time a student feels pressured to disclose this information, they should connect with OSA for support.

Authorizing Disclosure by OSA

Written consent is required to authorize OSA to disclose information outside of OHSU or with another OHSU entity that typically would not fall under a FERPA educational need to know. Students can email OSA at StudentAccess@ohsu.edu to request a Release of Information (ROI) form to authorize such disclosures.



What are Reasonable Accommodations?

An accommodation is a modification to an OHSU course, program, policy, procedure, provision of an auxiliary aid, or other service which facilitates equal opportunity. Additionally, a reasonable accommodation does not:

- Fundamentally alter the nature of the program or activity,
- Remove essential requirements,
- Lower academic standards,
- Present an undue financial or administrative burden on the institution,
- Pose a threat to the safety of others or the public,
- Constitute a service of personal nature.

Personal Services

In general, institutions are not required to provide accommodations that would constitute a personal service.

Common personal services include, but are not limited to personal care attendants, private tutoring, childcare, personal medical devices (mobility devices, hearing aids, eyeglasses, etc.), and personal transportation.

OSA may refer students to resources that are available to all students, or available within the university and community such as: the [Academic Success Center](#), [Student CARE Program](#), [Student Health and Wellness](#), [Tri-Met](#), etc.

Why an Accommodation may be Denied

OSA engages in an interactive process with students, the academic program, and other OHSU departments as needed to determine if accommodation requests are reasonable. Sometimes a requested accommodation may be considered a personal service, fundamental alteration, an undue burden, or a threat to others/public and is not approved. Accommodation requests also may be denied if a student fails to follow OHSU policies or established procedures for obtaining accommodations.

Important Information for All Accommodation Requests

Registration Process

Students wishing to request accommodations must first complete the [OSA Online Application](#).

Note: It may take **up to 4 weeks** for OSA to review a student's application and documentation, and collect any additional information needed to determine accommodation eligibility. Students can check the status of their application at any time by returning to the [Online Application Portal](#).

Depending on the accommodation request, additional steps may be required to complete the OSA registration process. It is important that students review the information in the subsequent sections of this handbook ([Disability Accommodations](#), [Pregnancy and Parenting Accommodations](#), [Religious Expression Accommodations](#)) to ensure they are completing all the steps necessary to request and implement their accommodations.

Determining Accommodations

If an accommodation request is approved, students can expect their accommodation letter within **10 business days** after completing all the required steps outlined for their specific type of accommodation request ([Disability Accommodations](#), [Pregnancy and Parenting Accommodations](#), [Religious Expression Accommodations](#)).

If a request is denied, students will be informed in writing of the specific denial and rationale for the decision (See: [Why an Accommodation may be Denied](#)). Students may appeal an accommodation denial by following the process outlined in the [Appeal of an Accommodation Decision](#) section of the handbook.

- In the event of a denial, OSA will work with students to explore alternative accommodation options and/or other options for support (e.g., referral to OHSU resources, community resources, etc.).

Note: Accommodation determinations can only be made by OSA staff. If faculty or staff believe an accommodation is unreasonable in an academic experience, they must reach out to OSA for further discussion.

Program Accommodation Liaisons (PALs)

The Program Accommodation Liaison (PAL) is the designated person in an OHSU program who is responsible for working directly with OSA to ensure that students accommodation needs are addressed within that program. The PAL acts as an "in-house" resource and works directly with faculty and staff to implement accommodations. For an updated list of PALs and their contact information, please refer to the [OSA webpage](#).

Accommodation Letters

Once approved for accommodations, OSA will create an accommodation letter which includes a student's entire accommodation eligibility. This letter is sometimes known as a "determination letter".

This letter is emailed to the student, their PAL, and any additional OHSU staff members who will assist in the implementation of the approved accommodations.

Students may be approved for ongoing accommodations (i.e., their eligibilities are valid for the duration of their enrollment at OHSU), or provisional/temporary accommodations (e.g., accommodations related to a temporary injury, or Title IX pregnancy and parenting needs, etc.).

- Students with provisional/temporary accommodations should reach out to OSA prior to their eligibility expiring if their need for accommodations may need to continue beyond the expiration date. **Note:** additional documentation or information may be needed to support these requests.
- As accommodation needs may change for a variety of reasons, students should reach out to OSA if new or different accommodations are needed. **Note:** additional documentation or information may be needed to support these requests.

IMPORTANT: Since the accommodation letter includes all possible accommodation eligibilities, some accommodations may not apply to all learning environments (e.g., clinical rotation specific accommodations in lecture-based courses) or may not be reasonable for every course or program requirement. If students or faculty/staff have questions regarding implementation of an accommodation in a specific learning environment, they should contact OSA immediately. **The determination that an accommodation is unreasonable is an institutional decision that must meet legal requirements and cannot be made by PALs/faculty/program staff alone.**

Implementing Approved Accommodations

Accommodations are implemented by academic program faculty or staff.

The PAL will assist the student if the student has basic questions about the logistics of their accommodations (who needs to get a copy of the accommodation letter, the process for coordinating an accommodation, etc.).

If a student has concerns about their accommodation, or if they experience any issues related to the implementation of their accommodations, they should contact OSA right away for assistance.

Students are responsible for **forwarding their accommodation letter** to their faculty, preceptors, graduate research supervisor, etc. **for each course, program activity, research appointment, and/or clinical rotation in a timely manner** (prior to the start of the academic experience or as soon as possible upon receiving their accommodation letter).

- For more information regarding specific program procedures related to accommodation notifications, students should refer to timelines listed in this handbook and the guidance language in their accommodation letter.
- If an accommodation is requested after the deadline, academic programs will make a good faith effort to accommodate the request. However, they may not always be able to do so. **Untimely requests may result in delay, substitution, or denial of an accommodation.**

OSA encourages students to send the accommodation letter **and** meet with faculty, instructors, course directors, clinical supervisors, graduate research supervisors to discuss their accommodations and make a plan to implement them.

- Students who require assistance in notifying faculty or other staff can reach out to OSA or their PAL.

Important Information for Graduate Researchers

Under the [Graduate Researchers United \(GRU\) current collective bargaining agreement](#) with OHSU, OSA has been designated as the primary office responsible for determining accommodations related to a graduate researcher's (GR) employment-related accommodation needs. OSA determines such accommodations in accordance with state and federal employment laws.



Disability Accommodations

In accordance with [Section 504 of the Rehabilitation Act of 1973](#) and [the Americans with Disabilities Act \(ADA\) of 1990 \(ADA\)](#), reasonable accommodations are available for students with disabilities.

As defined by the ADA and ADAAA, a person with a disability has a physical or mental impairment that substantially limits one or more major life activity. Some examples of major life activities include performing manual tasks, seeing, hearing, sleeping, walking, standing, lifting, bending, speaking, breathing, learning, reading, concentrating, thinking, communicating, and working. It also includes the operation of major bodily functions such as circulatory, respiratory, endocrine, neurological, cell growth, and immune systems.

A qualified student is a person who meets the academic and technical standards for admission and participation in a particular program of study, with or without reasonable accommodations.

Additionally, temporary accommodations may be available for students experiencing temporary injuries or illness.

Required Steps

An interactive process is used to determine reasonable accommodations for disabilities. OSA **requires** students to provide critical information to aid in accommodation determinations by completing the steps outlined below:

- Submit the [OSA Online Application](#)
- Complete an initial appointment with an [accommodations coordinator](#)
- Provide documentation of a disability (if needed)
- OSA may require additional information from students to determine accommodation eligibilities. It is important for students to respond to requests for further information as soon as possible to avoid delays.

Once an application is submitted, students will receive a confirmation email with a link to schedule an initial appointment. It is important that students schedule this initial appointment with the [accommodations coordinator](#) assigned to their specific school/program. **Failure to do so may result in delays.** The confirmation email will also include information regarding next steps and processing timelines.

Timelines

The timeline below describes the notice needed for ***already approved accommodations***.

In order to implement their approved accommodations, students **must provide their accommodation letter** to their course/rotation/lab faculty or supervisor for **each** course, program activity, and/or clinical rotation by. Additional program-specific timelines are outlined in the accommodation guidelines in a student's accommodation letter.

Review the timelines below for minimum notification requirements for ***already approved accommodations***. If an accommodation is requested after the deadline, programs will make a good faith effort to accommodate the request, however they may not always be able to do so. **Untimely requests may result in delay, substitution, or denial of an accommodation.**

Accommodation Type	Time Required
Interpreting, Real-time Captioning, Real-time Transcribing, Video Captioning, Classroom Relocation, Braille materials	Within 48 hours of registering for the course. These accommodations may take up to 4 weeks to coordinate.
Accessible Classroom and Lab Furniture	At least 3 weeks prior to beginning of the course.
Classroom Assistant, Lab Assistant, Library Assistant, Clinical Assistant (intermediary)	At least 3 weeks prior to beginning of the course.
Textbooks and Course Materials in Accessible Formats	At least 4 weeks prior to the beginning of the course.
Peer Note Taker	1 week prior to the beginning of the course.
Exam Accommodations	Minimum advance notice is 10 business days to schedule the exam with the appropriate individual (ask OSA or PAL if you are unsure).
Consideration for Flexibility with Attendance/Assignments Deadlines	Minimum 10 business days prior to the beginning of the course.
OLPH Housing Accommodations (Including Assistance Animal Accommodations)	At least 4 weeks prior to move in.
Clinical Rotation Accommodations	At least 10 weeks prior to the start of the rotation.
Anatomy Lab/Simulation Accommodations	At least 6 weeks prior to the lab/simulation activity.
Graduate Research Accommodations	For most requests, at least 10 business days are required to coordinate the implementation of accommodations related to graduate research work.

Documentation

In general, documentation is **needed** to determine if a student meets the definition of a disability, experiences functional limitations in the learning environment, and that the accommodation requested is likely to eliminate or reduce barriers that the student experiences in OHSU's programs, services, or activities.

Disability documentation assists OSA in determining reasonable accommodations on the basis of disability. Students are responsible for providing disability documentation, at their own expense, that meets the requirements listed in this document.

All documentation will be evaluated on a case-by-case basis. If you are experiencing a delay or difficulty in obtaining documentation, please contact OSA immediately to discuss options for support.

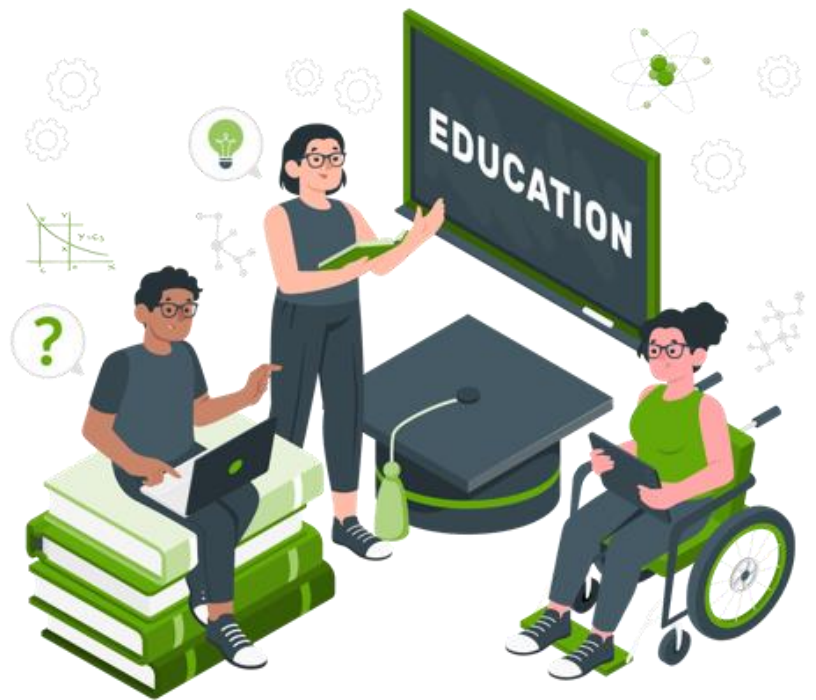
IMPORTANT: Documentation accepted by OSA for accommodations may not meet the documentation requirements for licensing board examinations (USMLE, NCLEX, etc.). Please consult the exam administrator for their documentation guidelines. Students who need assistance with finding information regarding accommodations for licensing exams should contact OSA for assistance.

Documentation Requirements

- Documentation must be from a qualified professional (a provider with knowledge or expertise in the differential diagnosis of the documented disability or condition, and who follows established practices in their field). Documentation from a family member is not acceptable.
 - In lieu of other forms of documentation (e.g., neuropsychological assessments, provider letter, etc.) qualified professionals can fill out the [OSA Disability Documentation Form](#).
- In general, an IEP or 504 Plan is not sufficient documentation by itself.
- For conditions that are generally anticipated to be temporary (e.g., broken bones, concussions), documentation should be within the last month.

Submitting Documentation

- Upload to:** the [OSA Online Application Portal](#)
(Recommended)
- Email to:**
StudentAccess@ohsu.edu
(Recommended)
- Mail to:**
Office for Student Access,
3181 SW Sam Jackson Park Rd.,
Mail code: L624
Portland, OR 97239-3098
- Fax to:** (503) 346-8068 (Please ensure that **OHSU Student Access** is included on the cover page)



Pregnancy and Parenting Accommodations

In accordance with [Title IX of the Education Amendments Act of 1972](#), accommodations are available for pregnancy, birth, or adoption of a child.

Temporary accommodations are available for both birth (pregnant students) and non-birth parents (spouse or partner, parent through surrogacy, fostering, or adoption). Additionally, accommodations are available for students experiencing pregnancy-related conditions (e.g., termination of a pregnancy, false pregnancy, hyperemesis gravidarum, gestational diabetes, etc.).

Students are encouraged to contact OHSU's Title IX Coordinator if they have questions or concerns regarding their Title IX rights and protections.

Angela Fleisher, MSW, LCSW, CFP-A

Associate Vice President,
Office of Civil Rights Investigations and Compliance (OCIC), Title IX
Coordinator

TitleIX@ohsu.edu

(503) 494-5676

IMPORTANT: Accommodations are not applicable to routine parenting concerns such as childcare.

Required Steps

An interactive process is used to determine reasonable accommodations for Title IX Pregnancy and Parenting accommodations, therefore OSA **requires** students to provide critical information to aid in accommodation determinations by completing the steps outlined below:

- Submit the [OSA Online Application](#)
- Complete an initial appointment
- OSA may require additional information from students to determine accommodation eligibilities. It is important for students to respond to requests for further information as soon as possible to avoid delays.

Once an application is submitted, students will receive a confirmation email with a link to schedule an initial appointment with the OSA Director. The confirmation email will also include information regarding next steps and processing timelines.

Timelines

The timeline below describes the notice needed for ***already approved accommodations***.

In order to implement their approved accommodations, students **must provide their accommodation letter** to their course/rotation/lab faculty or supervisor for **each** course, program activity, and/or clinical rotation by. Additional program-specific timelines are outlined in the accommodation guidelines in a student's accommodation letter.

Review the timelines below for minimum notification requirements for ***already approved accommodations***. If an accommodation is requested after the deadline, programs will make a good faith effort to accommodate the request, however they may not always be able to do so. **Untimely requests may result in delay, substitution, or denial of an accommodation.**

Accommodation Type	Time Required
Accessible Furniture	At least 6 weeks prior to beginning of the course.
Consideration for Flexibility with Attendance/Assignments Deadlines	Minimum 10 business days prior to the beginning of the course.
OLPH Housing Accommodations	At least 4 weeks prior to move in.
Clinical Rotation Accommodations	At least 10 weeks prior to the start of the rotation.
Graduate Research Accommodations	For most requests, at least 10 business days are required to coordinate the implementation of accommodations related to graduate research work.



Religious Expression Accommodations

In accordance [Title IV and VI of the Civil Rights Act of 1964](#) and [OHSU Policy 03-05-037](#), reasonable accommodations are available for sincerely held religious beliefs and practices (religious expression). Religious expression includes not only beliefs and practices that come from traditional, organized religions, but also other moral or ethical beliefs and practices that are similarly sincerely held.

Required Steps

An interactive process is used to determine reasonable accommodations for religious expression, therefore OSA **requires** students to provide critical information to aid in accommodation determinations by completing the steps outlined below:

- Submit the [OSA Online Application](#)
- OSA may require additional information from students to determine accommodation eligibilities. It is important for students to respond to requests for further information as soon as possible to avoid delays.

Once an application is submitted, students will receive a confirmation email with information regarding next steps and processing timelines.

Timelines

The timeline below describes the notice needed for ***already approved accommodations***.

In order to implement their approved accommodations, students **must provide their accommodation letter** to their course/rotation/lab faculty or supervisor for **each** course, program activity, and/or clinical rotation by. Additional program-specific timelines are outlined in the accommodation guidelines in a student's accommodation letter.

Review the timelines below for minimum notification requirements for ***already approved accommodations***. If an accommodation is requested after the deadline, programs will make a good faith effort to accommodate the request, however they may not always be able to do so. **Untimely requests may result in delay, substitution, or denial of an accommodation.**

Accommodation Type	Time Required
Consideration for Flexibility with Attendance/Assignment Deadlines	Minimum 10 business days prior to the beginning of the course.
OLPH Housing Accommodations	At least 4 weeks prior to move in.
Clinical Rotation Accommodations	At least 10 weeks prior to the start of the rotation.
Graduate Research Accommodations	For most requests, at least 10 business days are required to coordinate the implementation of accommodations related to graduate research work.

Concerns, Complaints, & Appeals

If students have concerns or experience delays in receiving their accommodations, they should contact OSA for assistance in resolving concerns. ***Students should not wait until the end of the term or after receiving a grade to contact OSA regarding a concern.***

To the extent possible, reports of issues will be acted upon within 48 business hours. The time it takes to resolve an issue depends on the nature of the issue. Students have the right to file a formal complaint internally or externally at any time.

Reporting a Disability Access Barrier at OHSU (digital or physical)

OHSU employees, students, and visitors are encouraged to report digital or physical access barriers at OHSU affecting people with disabilities by filling out the [Disability Access Barrier form](#).

Appeal of an Accommodation Decision

As explained in [OHSU Policy 03-05-058](#), students may appeal an accommodation decision based on one or both of the following grounds:

1. They believe OHSU may have made an error in following established policies or procedures when making the accommodation decision, e.g., they believe they were not provided an opportunity to participate in an interactive process.
2. They believe discriminatory misconduct occurred during the interactive process, and it resulted in a prejudiced accommodation decision.

An appeal must be submitted within **14 calendar days** of receiving the accommodation letter from OSA.

Important note: since an updated letter is issued each time a student's accommodation needs change, **only newly added** accommodation determinations can be appealed each time a letter is issued by OSA. A student may not appeal older, pre-existing accommodation determinations when issued an updated letter.

Appeals may be submitted by either completing an [online form](#) or sending an email to ocic@ohsu.edu with the following information:

1. The appellant's name and OHSU department or program
2. A copy of the accommodation letter
3. Description of which part of the accommodation decision is being appealed
4. On what grounds an appeal is being made and why
5. What solution is requested

OHSU Formal Discrimination Complaints

At any time, students may contact the [Office of Civil Rights Investigations and Compliance \(OCIC\)](#) to file a formal discrimination complaint.

OCIC investigations are kept confidential to the extent possible under OHSU policies; and information will only be shared on a need-to-know basis pursuant to OCIC's investigation protocol or as required by law. OHSU prohibits retaliation against individuals who file a complaint or who participate in an investigation. Alleged retaliation will be investigated and may result in disciplinary action, up to and including dismissal.

Graduate researchers represented by [Graduate Researchers United \(GRU\)](#) may also connect with their union for support in filing a formal complaint related to their graduate research work.

External Resources

Bureau of Labor and Industries

The Bureau of Labor and Industries (BOLI) protects workers' rights through enforcement of state labor laws and civil rights protections. Graduate researchers can submit a complaint to BOLI or reach out for guidance related to workers' rights. Visit the [BOLI website](#) for more information.

Equal Employment and Opportunity Commission

The Equal Employment and Opportunity Commission (EEOC) is responsible for enforcing federal laws that prohibit discrimination against job applicants or employees on the basis of various protected characteristics. Graduate researchers can submit a discrimination complaint related to their graduate work with EEOC. Visit the [EEOC website](#) for more information.

Department of Education – Office for Civil Rights

The Office for Civil Rights (OCR) enforces Federal civil rights laws that prohibit discrimination on the basis of various protected characteristics. Students have the right to file a discrimination complaint with OCR at any time. Visit the [OCR website](#) for more information.

Related OHSU Policies and Procedures

- [02-01-002 Equal Access for Students with Disabilities](#)
- [02-70-010 Technical Standards](#)
- [02-70-050 Exam Proctoring](#)
- [02-70-045 Change in Scheduled Examination and Other Assessments](#)
- [02-90-030 Housing for Community Based Rotations \(Academic Policy Procedure\)](#)
- [03-05-037 Religious Exercise and Religious Expression in the Workplace and Education Environment](#)
- [03-05-048 Discrimination, Harassment, and Retaliation](#)
- [03-05-055 Accommodations](#)
- [03-05-058 Accommodation Appeals](#)
- [03-30-135 Workplace Lactation and Expression of Milk](#)
- [07-90-060 Service Animals, Therapy Assistance Animals, and Pets](#)
- [08-01-005 Access for Members of the Public to Programs, Services & Activities](#)
- [08-01-006 Physical Access Committee](#)
- [08-01-010 Accessibility of Digital Information](#)