Reasonable accommodations during studies – a guide for students with disabilities or chronic diseases

Contact Point for Studying with Disability
Equal Opportunities and Diversity Management Unit

October 2023
Who can you contact if you have any questions?

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Dear students,

Studying at a university can be particularly challenging for students with disabilities or chronic diseases. The challenges of studying and limited accessibility can lead to difficulties in organising and completing your studies, as well as in examinations and coursework. "Reasonable accommodations", which are enshrined in your examination regulations, enable you to have equal opportunities, especially with regard to coursework and examinations, but also with regard to the requirements for the organisation of your studies. Students with disabilities or chronic diseases who submit a request stating and providing credible evidence of their limitations in their studies may be eligible for accommodations. The purpose of this guide is to provide you with information on how to request and implement reasonable accommodations and to help you complete your studies successfully and with equal opportunities.

Foreword

The equal participation of people with disabilities in society is a key political and social mandate derived from international conventions such as the UN Convention on the Rights of Persons with Disabilities and national laws on equality for people with disabilities. In this context, the right to participate in higher education also plays a crucial role. In Germany, every student with a disability should have the opportunity to study without discrimination and on equal terms.

Equal opportunities and diversity are central concerns and guiding principles of Saarland University (UdS). These values are firmly anchored in our University Development Plan and were reaffirmed by the signing of the "Diversity Charter" in March 2021. UdS has made a voluntary commitment to value all members of the university, regardless of their diversity characteristics, and to promote their diverse potential.

There is clear potential in our students with disabilities. A heterogeneous, diverse and constantly growing group: in the 22nd Social Survey of the German National Association for Student Affairs in the summer semester of 2021, almost 16 percent of the students surveyed reported at least one health impairment that had a negative impact on their studies. This is 5 percentage points higher than in the last social survey in the summer semester of 2016. In its mission statement, UdS emphasises that the university aims to fulfil its social responsibility by integrating its members with health restrictions or disabilities into university life and by identifying and removing barriers.

At UdS, the Contact Point for Studying with Disability of the Equal Opportunities and Diversity Management Unit has been working for many years together with many committed players in the faculties, in the service facilities and the administration of the university as well as among the students to continuously improve the study conditions for students with disabilities. Our heartfelt thanks go to

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1 In the Bachelor's and Master's Examination Regulations of Saarland University (BMRPO), the right to reasonable accommodations is enshrined in Art. 15. Irrespective of a provision in an examination regulation, students can always refer to Art. 3 Para. 1 of the Basic Law (GG) in conjunction with Art. 12 Para. 1 GG.

2 Parts of this guide base on “Informationen zum Nachteilsausgleich - Das konkrete Verfahren” (Information on reasonable accommodations – the concrete procedure) of the University of Hamburg. Our sincere thanks go to Dr. Maike Gattermann-Kasper, Coordinator for the Concerns of Students with Disabilities or Chronic Illnesses at the University of Hamburg & Representative for the Concerns of Students with Disabilities according to § 88 HmbHG, who agreed to its use.
all of them! The declared goal is to remove barriers or, even better, to prevent them from arising in the first place, i.e. to proactively avoid obstacles that arise from the structural and technical infrastructure as well as from the requirements for the organisation of studies and the design of coursework and examinations by designing the study conditions in an inclusion-sensitive manner. At the same time, reasonable accommodations for students with disabilities or chronic diseases are an effective instrument for creating equal-opportunity study conditions. Individual adjustments to the regular study conditions reduce existing barriers and enable equal opportunities.

However, we know from research and from our own counselling practice at our university that still too many students with disabilities or chronic diseases are neither aware of their legal right to receive reasonable accommodations due to a disability nor of the specific support and counselling services offered by UdS and do not make use of these offers. The reasons for this are varied and individual. It is often unclear to students whether they are entitled to reasonable accommodations and, if so, whether they have a chance of having them granted. Often, those affected do not consider themselves to be disabled or chronically ill. Some students are reluctant to make their situation public. This is particularly true for students with mental illnesses, who are less likely to request reasonable accommodations than other students. Yet mental illnesses are the most widespread of all impairments that make studying more difficult. Approximately 65% of the affected students state that they have a mental illness. In contrast, only about 6% are affected by a visual, hearing or mobility impairment. Lack of awareness and insufficient information about formal aspects of the requesting process (including responsibilities, procedures, documentation, deadlines, data protection) are barriers that can reduce acceptance of reasonable accommodations and prevent requests from being submitted. This becomes a problem when inadequate study conditions lead to significant delays or even the abandonment of studies.

For this reason, we would like to make the topic of studying with disabilities or chronic diseases at UdS more visible. With the publication of this guide on the topic of ”Reasonable accommodations in studying”, we would like to sensitise all members of UdS to the concerns of students with disabilities or chronic diseases. We would like to inform students with disabilities or chronic diseases in a uniform and low-threshold manner about what reasonable accommodations are, who can request them, how and where this can be done and what counselling and information services are available at UdS. Because one thing is certain:

A university for all – count us in!

Dr. Tina Hellenthal-Schorr, Vice-President for Education

Estelle Klein-Frey, Head of Equal Opportunities and Diversity Management Unit
1 Reasonable accommodations in coursework and examinations

1.1 What are reasonable accommodations?

Reasonable accommodations are intended to ensure equal opportunities for participation in higher education and to avoid discrimination. Reasonable accommodations in the field of education are promoted by the UN Convention on the Rights of Persons with Disabilities (Article 24(5) UNCRPD). Reasonable accommodations are the legal entitlement of students with disabilities or chronic diseases to needs-based adjustments to coursework and examination conditions. They are intended to compensate for existing disadvantages due to disability or chronic disease. Reasonable accommodations are always adapted to the individual and situation-related disability or chronic disease. The German term for reasonable accommodation is "Nachteilsausgleich", or “NTA” for short.

Reasonable accommodations in coursework or examinations may under no circumstances lead to concessions or facilitations (overcompensation). The accommodation must be designed in such a way that it compensates for disadvantages but does not create advantages. The content of coursework and examinations may not be changed; the subject requirements remain unchanged.

1.2 Who can request reasonable accommodations?

In short, all students who have a long-term health condition that affects their studies can apply for reasonable accommodations. A health impairment is considered long-term if it has been present for at least six months or is likely to be present for that long. Not only recognised disabilities are considered as impairments, but all forms of detrimental health conditions:

- mobility, vision, hearing and speech impairments;
- mental illnesses (e.g. depression, anxiety disorders, personality disorders or eating disorders);
- chronic-somatic illnesses (e.g. gastrointestinal diseases, metabolic disorders or allergies);
- learning disabilities (e.g. dyslexia or dyscalculia);
- autism spectrum disorders;
- other conditions (e.g. cancers and their consequences or AD(H)D).³

The existence of a long-term health impairment alone does not justify a claim to reasonable accommodations. It is essential that the individual health impairment causes a disadvantage when coursework or examinations must be completed under regular conditions. It is also important to note that the health impairment or the related disadvantages must not be relevant to the content of the examination. In other words, there must be no direct link between the disability-related disadvantages and the qualifications to be demonstrated by the coursework or examination. Otherwise, the principle of equal opportunities would be violated. Information provided in module handbooks as well as

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³ According to § 3 of the Saarländisches Behindertengleichstellungsgesetz (Saarland Equal Opportunities for Persons with Disabilities Act) (SBGG), persons with disabilities are those who have long-term physical, mental, intellectual or sensory impairments which, in combination with attitudinal and environmental barriers, may prevent them from participating in society on an equal basis. Long-term is defined as a period that is likely to last longer than six months.
the experience of course directors, module supervisors and examiners may be helpful in making an assessment. Eligibility must be determined on a case-by-case basis. The Contact Point for Studying with Disability (KSB) will be happy to advise you and check with you whether you meet the eligibility requirements so that you can be granted reasonable accommodations.

1.3 What types of reasonable accommodations are there?

Students who meet the eligibility requirements must be given reasonable accommodations by the Examination Board. Students have a legal right to reasonable accommodations. However, there is no entitlement to any particular form of accommodation. This decision is at the discretion of the respective Examination Board. It may grant measures other than those requested or to a different extent.

A prerequisite for the granting of such measures is that they are appropriate, i.e., that they do not result in overcompensation of disadvantages, a lowering of requirements or performance standards or to a change in the grading scale. Inadmissible options include, for example, the simplification of tasks or the omission of tasks without compensation. The granting of reasonable accommodations may in no case lead to a change in the contents of the examination. The same applies to all other coursework/academic achievements. Table 1 provides an overview of selected examples of measures to compensate for disadvantages in the areas of coursework and examinations.

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Table 1: Examples of measures of reasonable accommodation

According to Art. 15 Para. 1 BMRPO, appropriate measures to accommodate disadvantages are, in principle, the modification of the external examination conditions (e.g., approval of suitable aids), time extensions for examinations or a different design of the examination procedure or the change of the examination form, i.e., the provision of equivalent performances in a different form. However, a change of the form of examination can only be considered if an adjustment of the external examination conditions or a time extension is not sufficient as appropriate reasonable accommodations.

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² This list is not intended to be exhaustive, but to provide examples of the types of reasonable accommodation that are generally acceptable.

² The prerequisite is that the alternative form of examination is suitable for documenting the examinee’s ability.
For the configuration of the reasonable accommodations, it is decisive how your health impairment affects your studies. Since every health impairment has an individual progression, the reasonable accommodations will be adapted to your needs. KSB will be happy to advise you and help you find suitable and permissible measures of accommodation.

2 Applying for reasonable accommodations

2.1 How to request reasonable accommodations

Taking advantage of counselling services before submitting a request

In your request, you must describe in detail the disadvantages you are experiencing and the measures you wish to take to compensate for these disadvantages. It is important that you clearly explain the relationship between your health condition and the difficulty in your studies and how this difficulty can be compensated for. It is therefore advisable to contact the relevant counselling services, Examination offices or lecturers before submitting your request. In a consultation, fitting and permissible accommodations can be found together. The Contact Point for Studying with Disability (KSB) will advise you confidentially and independently.

Submitting a written request to the Examination Board

You can submit your written request for reasonable accommodations to the Examination Board responsible for you via your Examination Office. If your request relates to coursework and examinations for both your major and minor courses, it is submitted exclusively to the Examination Board responsible for your major course. If approved, the reasonable accommodations also apply to minor courses. You can obtain further information from your Examination Office or from your course coordinator. The request must be made in writing. You can formulate it yourself or use the request form of the Contact Point for Studying with Disability (KSB) linked here. The form contains aids to support you in writing the request. You can find the link to the request form here. You can submit your request in person or by post. Many Examination Boards now also accept electronic requests by e-mail.

Attaching suitable documentation

Include with your request appropriate documentation that indicates the specific disadvantages you have in any coursework or examination-related activity or due to specific requirements, and the measures that could be taken to compensate for these disadvantages. Such evidence could be, for example, an official medical certificate or a psychological report. Art. 15 Para. 3 BMRPO regulates which requirements medical certificates must fulfil to be suitable as documentation. The certificate must at least contain information on:

1. the physical or mental dysfunction resulting from the prolonged or permanent impairment,
2. its effects on the student’s ability to take examinations or to study from a medical perspective,
3. the date of the medical examination on which the certificate is based, and
4. a prognosis of the duration of the prolonged or permanent impairment.
The Contact Point for Studying with Disability (KSB) has prepared a brief information sheet on medical certificates for students with health impairments, which can be presented to the doctors treating them. This can be provided by KSB on request.

If you wish, you can have KSB submit a written statement as additional support to your request. KSB will be happy to prepare such a statement for you after a personal consultation. Alternatively, you can request a brief statement based on the documents you submitted to the Examination Board in the course of submitting your request.

**Submitting the request in time**

Examination regulations do not usually specify submission deadlines. However, you should submit your request with all the necessary documentation in good time. Particularly if your request relates to written or oral examinations, submitting your request late may mean that you have to take the next examinations without any measures of reasonable accommodation, because the Examination Board was not able to consider your request.

**Important recommendation:** To ensure that the Examination Board can process your request in time and that approved accommodations can also be organised, please submit your request by December 15th (in a winter semester) or by June 15th (in a summer semester), but no later than six weeks before the start of the respective examination period or examination date. This recommendation applies even if registration for and de-registration from examinations is possible until a few days before the respective examination. The above-mentioned dates apply in the same way to all other academic performances (coursework, internships, etc.) for which you would like to claim reasonable accommodations. The above-mentioned dates do not constitute deadlines. It is still possible to submit a request after these dates. Depending on the individual case, the request may still be considered at short notice, especially if the specific disability or chronic disease on which the request is based has occurred at very short notice, e.g., in the case of a first diagnosis or changes in long-term episodic or relapsing conditions.

**Please note:** Requests for reasonable accommodations must be submitted and approved before the start of the examination. A retroactive acceptance of reasonable accommodations on an examination is not possible.

**Receiving written confirmation from the Examination Board**

The Examination Board will consider your request and make a decision. You will then receive a written statement in which the reasonable accommodations are listed. This statement is accompanied by a letter which can be presented to the lecturers in order to claim the reasonable accommodations. Reasons for a negative decision will be given and the statement will be accompanied by instructions on how to appeal. If you have any questions regarding the organisational implementation of the reasonable accommodations, your Examination office or your course coordinator will be happy to advise you.

**2.2 How are reasonable accommodations being implemented?**

After you have been granted reasonable accommodations, you must have the accommodations implemented. For examinations in particular, this often means providing additional rooms, supervisors or equipment. Your Examination office and your examiners need a reasonable amount of time to
prepare the rooms and personnel, but also for other arrangements. Otherwise there is no guarantee that your accommodations can be provided in time. The SIM student portal of Saarland University does not store any data on health impairments or any resulting reasonable accommodations. The implementation of measures to compensate for disadvantages therefore requires your active participation.

**Important recommendation:** You should therefore inform your Examination office or your examiners by **December 15th** (in a winter semester) or by **June 15th** (in a summer semester), but no later than six weeks before the start of the respective examination period, which examinations you wish to take. This timeline applies accordingly to all other academic performances (coursework, internships, etc.) for which you have been granted reasonable accommodations. This is the only way to ensure that the approved adjustments are implemented. An informal written notification to your Examination office is sufficient. Alternatively, you can use the form linked here as an attachment to the request form to inform your examiners.

Of course, like all other students, you still have the right to register for examinations during the respective registration and de-registration period, to withdraw from examinations or to withdraw from examinations for important reasons after the end of the de-registration period.

### 2.3 What about data privacy?

The SIM student portal of Saarland University does not collect data on health impairments. The use of reasonable accommodations may not be documented on certificates or transcripts of records. Personal information that you provide during the requesting process or in a consultation will be kept strictly confidential.

### 3 Information and advice about reasonable accommodations

#### 3.1 Counselling offered by the Contact Point for Studying with Disability

At Saarland University, prospective and current students can contact the Contact Point for Studying with Disability (KSB) at the Equal Opportunities and Diversity Management Unit (CDM). KSB will be happy to advise you on any questions you may have about studying with a health impairment.

One of KSB’s main areas of activity is providing advice about reasonable accommodations. In a consultation before submitting a request, the eligibility criteria can be checked, required and appropriate reasonable accommodations can be identified and suitable supporting documents can be discussed. Please note that KSB only advises on suitable reasonable accommodations. The authority to decide on the granting of specific accommodations rests with the respective Examination Board. Upon request, KSB will accompany students through all stages of the requesting process, including providing feedback on the request and on the suitability of medical certificates or other supporting documents. If requested, KSB will support the request for reasonable accommodations with a statement. In this statement, KSB explains to the relevant Examination Board the impact of the student’s impairment(s) and makes recommendations on measures to compensate for the disadvantage. Usually, the Examination Board follows these recommendations. All KSB consultations are confidential and are also offered in English. An overview of KSB’s main services:
– information and support on all issues and challenges related to health impairments during studies;
– support in acute problem and crisis situations;
– advice and support in requesting and structuring reasonable accommodations;
– supporting requests for reasonable accommodations with a statement to the relevant Examination Board;
– information and advice on the topics of part-time studies and leave of absence.

You will find KSB in the rooms of the Equal Opportunities and Diversity Management Unit (CDM) on the Saarbrücken Campus in building B6 6. Please contact us if you require barrier-free access. Alternatively, we can advise you online (e.g. via MS Teams). The KSB team looks forward to hearing from you to arrange an individual appointment.

Contact
Campus, B6 6
Tel.: 0681-302 5025
E-Mail: ksb@uni-saarland.de
Website: https://www.uni-saarland.de/ksb

3.2 Other services offered by the Contact Point for Studying with Disability

In addition to providing information and advice on requesting reasonable accommodations, the Contact Point for Studying with Disability (KSB) offers a range of other services for students with disabilities or chronic diseases.

Diversity Room – one room for many

KSB has created the Diversity Room on the Saarbrücken campus in cooperation with the Dezernat Campusentwicklung und Baumanagement (Campus Development and Construction Management Department) and with funding from the Fonds Lehre und Studium (Fund for teaching and studies) (LuS). Since the beginning of the summer semester 2022, the Diversity Room has also been available to students with disabilities or chronic diseases. Our Diversity Room is located in building E1 2, room 0.09. Access to the room is possible after registration with KSB, which will arrange for your student card to be authorised. The room serves, among other things, as a workstation with technical support for students with visual impairments or dyslexia, a place to take exams individually, a quiet room for students with autism spectrum disorders, ADHD, or physical disabilities.

The innovative concept for the use of the room has also convinced external observers: the Diversity Room was selected by the “Stifterverband” as the “Hochschulperle” (university pearl) of October 2022 and came third in the annual vote. “Hochschulperlen” are innovative, exemplary projects that are being implemented at universities; in 2022, the award was given under the overall theme of “Future-Oriented Learning Spaces”. Here you can find the link to the press release of the “Stifterverband”. As one of the three best submissions in the “Inclusive Workplace” category, it reached the finals of the Impact of Diversity Award 2023; for more information, please visit the Impact of Diversity Award website.
Technical Aids – lending and access

Students with health impairments are often dependent on (technical) aids in order to successfully complete their coursework and examinations. The purchase of aids was made possible in part by funds from the Fonds Lehre und Studium. KSB provides the following aids, among others: Laptops for mobility-impaired students and for students with reading and spelling disorders for use in lectures and examinations; recording devices and smart pens for taking audio notes for hearing- or visually-impaired students and for students with concentration disorders; speech recognition software for dictation and transcription. The pool of technical aids is constantly being expanded. KSB is happy to receive suggestions for useful purchases at ksb@uni-saarland.de.

Walk & Talk about Depression

The event is aimed at students suffering from depression or other mental illnesses. This is a low-threshold self-help offer by KSB for mutual exchange in the form of a casual walk together in the vicinity of the campus, followed by a discussion round. The format takes place once a month during the lecture period. Dates and further information can be found on the Walk & Talk website.

Round Table of Students with Disabilities or Chronic Diseases

KSB and the AStA Department Accessibility regularly invite students to the "Round Table of Students with Disabilities or Chronic Diseases". The forum serves to get to know other students in similar situations and can be used to exchange information and experiences about studies and everyday life. The format usually takes place in person, alternatively in MS teams. Dates are published on the KSB website.

MS Teams group „Studieren mit Beeinträchtigung“

KSB provides information about events that may be of interest to students with health impairments via the Teams group “Studieren mit Beeinträchtigung” (studying with an impairment). Interested students can join on Microsoft Teams using the code 6d8c1xx.

Volunteer Database Eager Owls

In cooperation with the AStA, KSB has set up the Volunteer Database Eager Owls. It brings together students looking for help and students with and without disabilities who are willing to help. For example, Eager Owls accompany visually impaired fellow students on their way across the still unfamiliar campus or to the Mensa, or help them use the library. Volunteer work can be certified upon request. In order to take advantage of this offer, it is necessary to register in the database by filling in a form. You can also register in person at the KSB by making an appointment. Further information can be found on the website of the Eager Owls.

4 Further tools for making studies more flexible

4.1 Leave of absence due to health impairments

Students can apply for a leave of absence from their studies if there is an important reason. A possible reason for a leave of absence is a prolonged illness which results in the person concerned being unable to study for the majority of the lecture period and thus prevents proper study in the semester
in question. A medical certificate stating the expected duration of the inability to study must be submitted as proof. A leave of absence is an official interruption of studies. Semesters of leave of absence do not count as course-related semesters, only as university semesters, and are accordingly noted as such in the enrolment documents. The periods of leave of absence are neither counted towards the standard period of study nor towards the maximum period of BAföG funding. During the leave of absence, the rights and obligations as a member of Saarland University are suspended. Coursework and examinations can only be taken during the leave of absence in exceptional cases upon request to the Examination Board (cf. § 9 Para. 5 of the matriculation regulations of Saarland University). Fees already paid for the semester of leave of absence, but not social contributions, can be refunded on application.

Please note that a leave of absence from studies may affect certain benefits and entitlements, such as student grants, benefits from state agencies (e.g. child benefit), residence status and the associated work permit or health insurance coverage. Students should therefore contact the relevant authorities in good time before submitting their request. In particular, BAföG recipients should always clarify the consequences of a leave of absence with the responsible office for educational funding before submitting a request. Foreign students who have a study-related residence permit should always clarify a leave of absence with the foreigners authority responsible for them. You can find further information on leave of absence and the request form for a leave of absence (in German) on Saarland University’s website.

4.2  Part-time studies due to health impairments

Part-time studies are possible at Saarland University on request, provided that the examination regulations of the respective course allow it and the personal requirements for admission to part-time studies are fulfilled. Part-time studies are always possible if students can prove that they can only devote a minimum of 50% and a maximum of 60% of their working time to their studies. A disability or chronic disease is a possible reason for admission to part-time study. Part-time study does not change the total amount of work to be done in the course. Only the amount of work per semester is reduced by about half compared to full-time study. The workload is therefore spread over a longer period of time. Stretching out the studies in this way can reduce the personal burden and improve the compatibility of a health impairment and studies. Progress checks, for example, are postponed as a result of part-time study and take effect at a later date.

No separate teaching and study offer is provided for part-time study. Part-time students coordinate their studies independently and create an individual study plan based on the full-time course schedule. Counselling facilities offer support if required, including the Central Student Advisory Service (Zentrale Studienberatung) for questions regarding module selection and timetabling, or KSB for questions regarding reasonable accommodations.

Please note that studying part-time may affect certain benefits and entitlements, such as student grants, benefits from state agencies (e.g. child benefits), residence status and the associated work permit or health insurance coverage. Students should therefore contact the relevant authorities in good time before submitting their request. BAföG recipients are not entitled to support during part-time studies. BAföG recipients in particular should always clarify the consequences of a change to part-time study with the responsible office for educational funding before submitting an application.
However, a part-time semester is only counted as half a university semester when resuming full-time studies. It is therefore essential that you inform the relevant Office for Educational Funding of the change to part-time or full-time enrolment. Foreign students with a study-related residence permit should always clarify the consequences of a change to part-time studies with the foreigners authority responsible for them.

The Contact Point for Studying with Disability will be happy to advise you individually on the subject of studying part-time. Even if an official part-time schedule is not an option for you, a consultation can be helpful in identifying individual measures to reduce the workload and thus achieve a better compatibility of a health impairment and studies. Here you can find more information on part-time study and how to apply (in German).

5 Further support and advisory services at Saarland University

In addition to the Contact Point for Studying with Disability (KSB), there are other offers at UdS with information and counselling services helpful for students with health impairments.

5.1 Central Student Advisory Service

The Central Student Advisory Service provides advice and information to prospective and current students on the transition from school to university and on planning, organising and successfully completing a course of study. The individual consultations are free of charge and confidential. Information about the counselling services and how to make an appointment can be found on the website of the Central Student Advisory Service.

5.2 Course and programme advisers

Course advisors are the people to talk to if you have any subject-related questions. They can advise you on topics such as course content, structure and focus, performance requirements and credits, recognition of academic achievements, and individual study planning and organisation. You can find the contact details of the course advisors on their website.

5.3 Counselling Service (PPB)

The Psychological-Psychotherapeutic Counselling Service (PPB) of the Studierendenwerk Saarland is open to all students and employees of Saarland University. Individual counselling is offered for study problems or personal problems (e.g., exam anxiety, learning and concentration problems, depressive moods or partnership and family conflicts). Group sessions offer the opportunity to work through issues that may be causing blockages or difficulties in your studies (e.g., exam anxiety) with others who are similarly affected. All services are free of charge and confidential and are not registered by health insurance. Information about the Counselling Services and how to make an appointment can be found on the PPB website.
5.4 AStA Department Accessibility

The AStA Department Accessibility is a point of contact for students with all kinds of problems in their studies. It offers concrete help and acts as a mediator between the parties involved. The department also promotes accessibility and a neurodiversity-friendly climate, in particular the creation of a framework in which all students can study at Saarland University free of barriers and discrimination. You can find more information on the website of the AStA Department Accessibility.