

***Memorial University School of Social Work***  
***MSW Field Education Manual***  
***Accommodation & Personal Disclosure***

**Reasonable Accommodation for Mental Health, Physical, or Environmental Disabilities, Challenges, or Conditions - or Other Personal Circumstances**

Students may have particular mental health, physical, or environmental disabilities, challenges, or conditions, or other personal circumstances which may require reasonable accommodation by the School of Social Work and field settings. Reasonable accommodation includes adjusting a course, program, policy, procedure, or the physical environment which adversely affects students - without compromising academic integrity or changing the essential educational requirements of field practica.

For further information, refer to the *Memorial University Policy on Accommodations for Students with Disabilities* <http://www.mun.ca/policy/site/policy.php?id=239>. All students with disabilities are encouraged to contact the Glenn Roy Blundon Centre for Students with Disabilities <http://www.mun.ca/blundon/about/index.php>.

Students have the right not to disclose any personal information pertaining to any mental health, physical, or environmental disabilities, challenges, or conditions, or other personal circumstances. However, the School and the field setting are not obligated to provide reasonable accommodation to students who do not disclose such personal information.

**Disclosure of Information Prior to Confirming an MSW Field Practicum**

The field setting will provide reasonable accommodation, if, prior to the MSW Field Education Coordinator confirming an MSW field practicum with the field setting:

1. the student discloses any mental health, physical, or environmental disabilities, challenges, or conditions, or any personal circumstance which may require reasonable accommodation; and
2. that information is part of the negotiations between the School and the field setting.

Field settings are not obligated to accommodate students if such information is not disclosed prior to confirmation of an MSW field practicum.

## **Disclosure of Information During an MSW Field Practicum**

If, during the course of an MSW field practicum, there arise any unforeseen mental health, physical, or environmental disabilities, challenges, or conditions, or any unforeseen personal circumstance that may require reasonable accommodation, wherever possible, field settings will negotiate the provision of reasonable accommodations. These negotiations will include the student, field instructors/agency mentors, and MSW Field Education Coordinator, and may include the agency coordinator or delegate and/or Associate Dean of Graduate Studies and Research or delegate.