nyib new york institute of beauty

Disability Services and Reasonable Accommodations Policy

New York Institute of Beauty is committed to equal access to its educational programs, services, activities, and facilities for qualified individuals with disabilities. The School does not discriminate on the basis of disability in recruitment, application, admission, enrollment, participation, services, or completion of its programs.

Who May Request an Accommodation

Prospective students, applicants, and enrolled students may request disability-related accommodations. A qualified individual is a person who meets the essential academic, educational, technical, and other requirements for admission to or participation in the applicable program, with or without reasonable accommodation.

Admissions and Preadmission

The School does not require an applicant to disclose a disability as a condition of applying or enrolling and does not make admission decisions based on stereotypes or assumptions concerning disability. The School may describe and ask about an applicant's ability to meet essential program requirements with or without reasonable accommodation. Applicants who wish to discuss accommodations may voluntarily contact the Disability Services Coordinator.

How to Request an Accommodation

Requests may be made before enrollment or at any time during the program. Students are encouraged to request accommodations as early as reasonably possible because some arrangements may require advance coordination.

Contact the Disability Services Coordinator using the information below.

Describe the barrier or limitation affecting access to the educational program and the accommodation or type of assistance requested.

Provide supporting information or documentation when reasonably necessary to establish a disability-related need and evaluate an effective accommodation.

The School may request current and relevant documentation from an appropriately qualified professional when the disability or need for accommodation is not obvious. Documentation requests will be limited to information reasonably necessary to understand the disability-related functional limitation and need for accommodation. Prior IEPs, Section 504 plans, accommodation letters, or similar records may be considered but do not automatically determine the accommodation appropriate in a postsecondary career-school setting.

Individualized Review

Requests are reviewed individually. The School will communicate with the student as needed to understand the barrier, the requested accommodation, and possible effective alternatives. A student is not automatically entitled to the exact accommodation requested if another reasonable and effective accommodation provides equal access.

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Examples of Possible Accommodations

- Extended testing time or a reduced-distraction testing location;
- Accessible or alternative-format instructional materials;
- Assistive technology, note-taking support, captioning, qualified interpreters, or other effective communication aids;
- Reasonable modifications to classroom procedures or the manner in which instruction is delivered;
- Accessible seating, workstations, or reasonable physical-access arrangements;
- Disability-related schedule, break, or attendance modifications when consistent with essential clock-hour, instructional, and licensure requirements; and
- Other individualized auxiliary aids, services, or reasonable modifications appropriate to the student's circumstances.

Essential Program and Licensure Requirements

Accommodations are intended to provide equal access; they do not eliminate the student's responsibility to satisfy essential requirements of the program. Beauty-industry programs include hands-on instruction and may contain essential academic, technical, practical, sanitation, infection-control, client-service, safety, attendance, clock-hour, and competency requirements. Students must also satisfy applicable New York State education and licensure requirements.

The School is not required to provide a modification or auxiliary aid that would fundamentally alter the nature of the program or an essential requirement, or that would result in an undue burden under applicable law. When a requested accommodation cannot be provided, the School will consider whether another reasonable and effective accommodation is available.

Attendance and Clock Hours

Where a program is approved and regulated as a clock-hour program, disability-related attendance, lateness, break, or schedule requests will be considered individually. The school will not convert required clock hours into completed hours, waive practical competencies, or eliminate a state-mandated education requirement. All students must meet attendance minimum requirements as well as complete all required clock-hours.

Practical and Clinic Education

Programs may require students to use professional tools and products, follow infection-control and sanitation procedures, perform services on mannequins or people, receive or provide supervised services, interact with clients, and demonstrate practical competencies. Reasonable accommodations will be considered for practical and clinic education unless they would fundamentally alter an essential program requirement or fail to address a legitimate safety concern after an individualized assessment based on current objective information.

Personal Devices and Services

The School is not responsible for providing individually prescribed devices or services that are primarily personal in nature, such as personal attendants or individually prescribed medical devices, except to the extent otherwise required by law.

Confidentiality

Disability-related information will be handled as confidentially as reasonably possible and shared only with personnel who need the information to evaluate, implement, or administer an accommodation or as otherwise permitted or required by law. Instructors generally need information about the approved accommodation, not the student's diagnosis.

No Retaliation

The School prohibits retaliation against an individual for requesting or receiving an accommodation, raising a disability-discrimination concern, participating in a review or investigation, or otherwise exercising rights protected by law.

Questions, Appeals, and Concerns

A student who disagrees with an accommodation determination, believes an approved accommodation has not been implemented, or believes disability discrimination has occurred may request review under the School's disability grievance process without retaliation.

Disability Services / Section 504 Coordinator

Name/Title: Nicole Kane/ Director

Email: Nicole@nyib.edu

Telephone: 631-582-4737

School/Campus Address: 11 Oval Drive, Suite 180, Islandia, NY 11749

Accommodation Appeal Contact: Megan Leitch, MeganL@NYBMS.com