



## PSIA-AASI - Americans with Disabilities Act (A.D.A.) Policy

### Notice to candidates:

PSIA-AASI is committed to providing access to those persons with disabilities during the clinic and examination process. An individual with a disability is defined by the ADA as a person who has a physical or mental impairment that substantially limits one or more major life activities, a person who has a history or record of such an impairment, or a person who is perceived by others as having such an impairment. Various states may have broader definitions.

If you feel you have such a disability and seek a reasonable accommodation during the testing process we need to know this **well before the examination** so we can work together to create, if possible, the accommodation which will allow you to take the exam under conditions that maintain safety for all involved.

If you seek an accommodation, please contact the division office **four weeks** before the clinic or examination (or as soon as the need for the accommodation is apparent), and notify them of your request for an accommodation and make this request in writing.

PSIA-AASI may seek medical or other guidance to address the most appropriate accommodation to assess the need and type of accommodation requested, so if this is applicable to you please be prepared with that information.

### Please Note:

The association does not have to provide a reasonable accommodation if doing so will be an undue hardship, or compromises safety of anyone involved in the examination process. Undue hardship means significant difficulty or expense, significant disruption of the association, or a change to the basic nature of the fundamental skills being tested.

If the person with a disability asks for a reasonable accommodation that is an **undue hardship** for your association, or compromises safety, the association will determine if there is another accommodation that is less burdensome, more safe, and/or less expensive.