



Disability Resource Center

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Disability Resource Center

Centralizes **all** disability access and ADA compliance for students, employees and guests, for main campus, Arizona Online, extensions, across digital, physical, curricular, employment, communication and policy environments

Goal

For disabled students, employees and guests to have a very similar if not identical experience with respect to campus access as their nondisabled counterparts



Inter/National Model

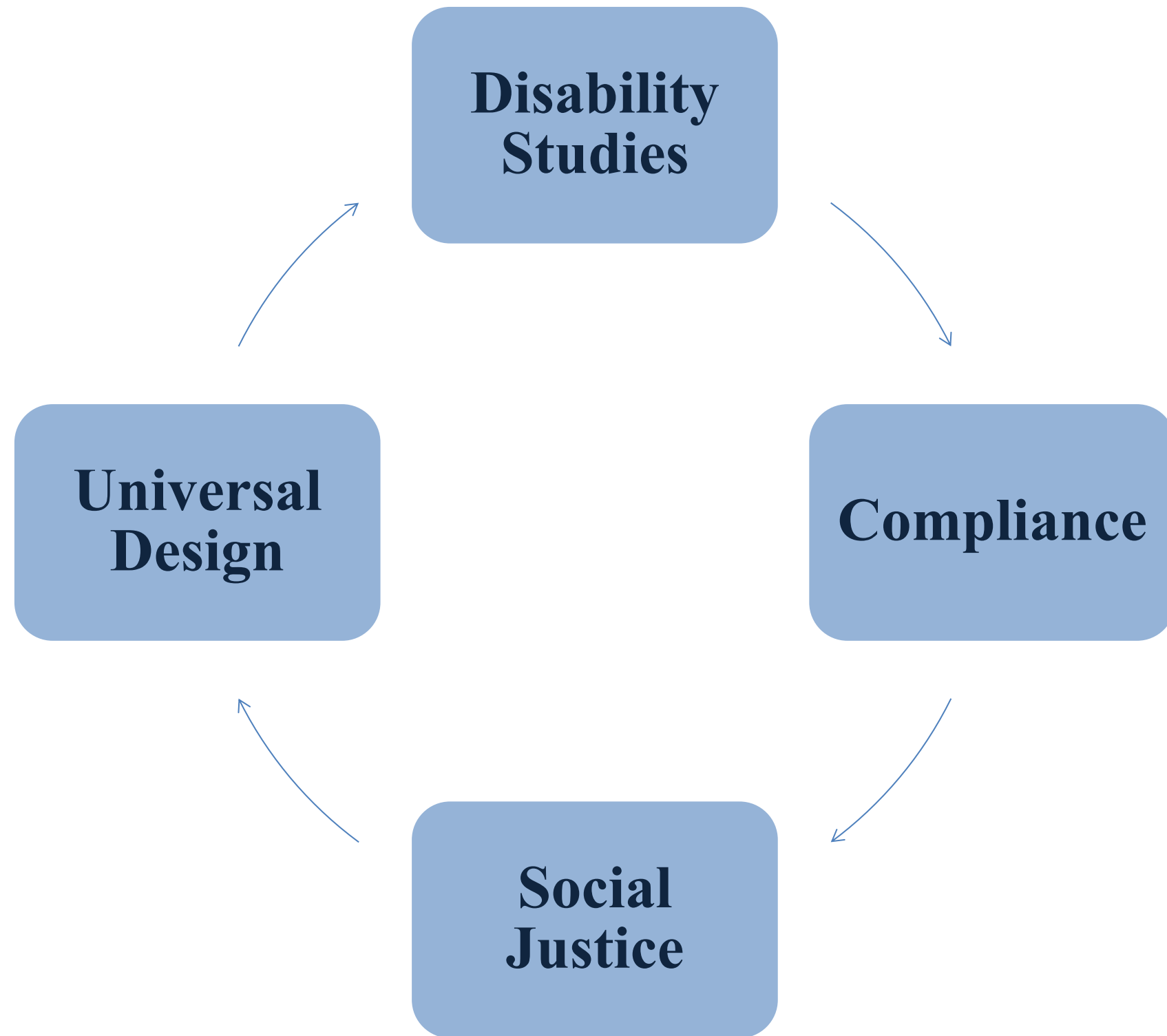
Strengths

- Centralization
- Size and scope
- Individual and systemic
- Campus partnerships

Adaptive Athletics

- Recruit student athletes, 63 this year
- 7 teams, 3 individual sports (sled hockey coming 2026)
- Adaptive Fitness Center
- 50 Paralympians, 17 recent

What informs our work



- Disability is naturally occurring on the spectrum of human difference, should anticipate
- Our environments disable/oppress people with impairments, we work to increase systemic inclusion and decrease individual accommodation
- Disability access is institutional obligation and must be a campus commitment
- Access as justice, not minimal compliance obligation or charity

An expanded concept of access

Compliance

Letter of the law

- Individual
- Consumable
- Often separate

Inclusion

Spirit of the law

- Universal
- Sustainable
- Shared, same
- *Also, compliant...*

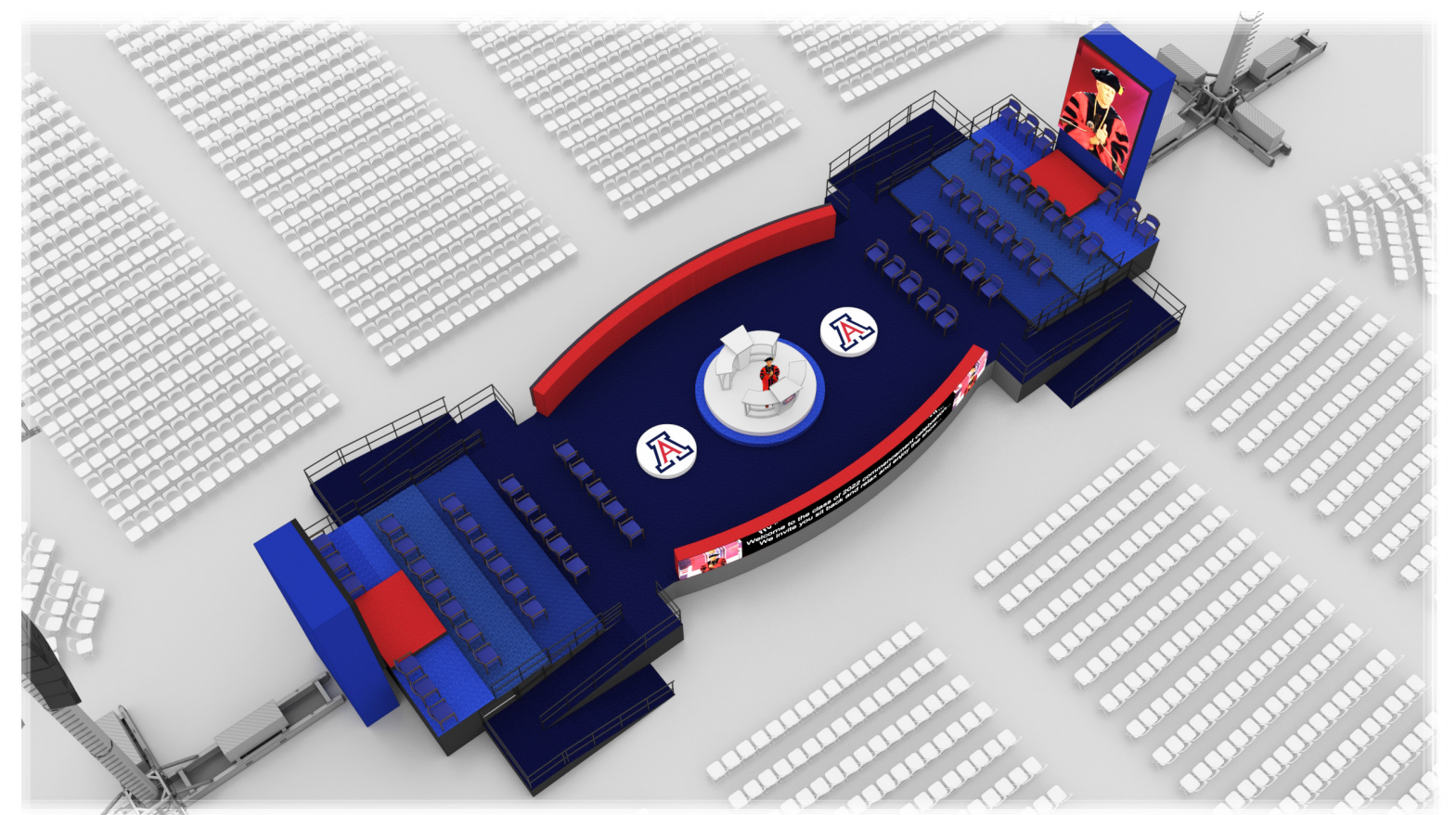
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Trends

- Increased number of requests, later into semester (here, and around the country)
- Requests are more complex, new diagnoses, often unpredictable symptoms
- Students indicate feeling unprepared for college (in-person classes, time mngmt)
- **Student and employee requests for flexibility** - work schedule, deadlines, attendance, etc.

Universal Design

Design that is usable by all people, to the greatest extent possible, without the need for adaptation or specialized design.



Universal Design for Learning

Multiple means/flexibility:

1. Engagement

2. Representation

3. Action and expression

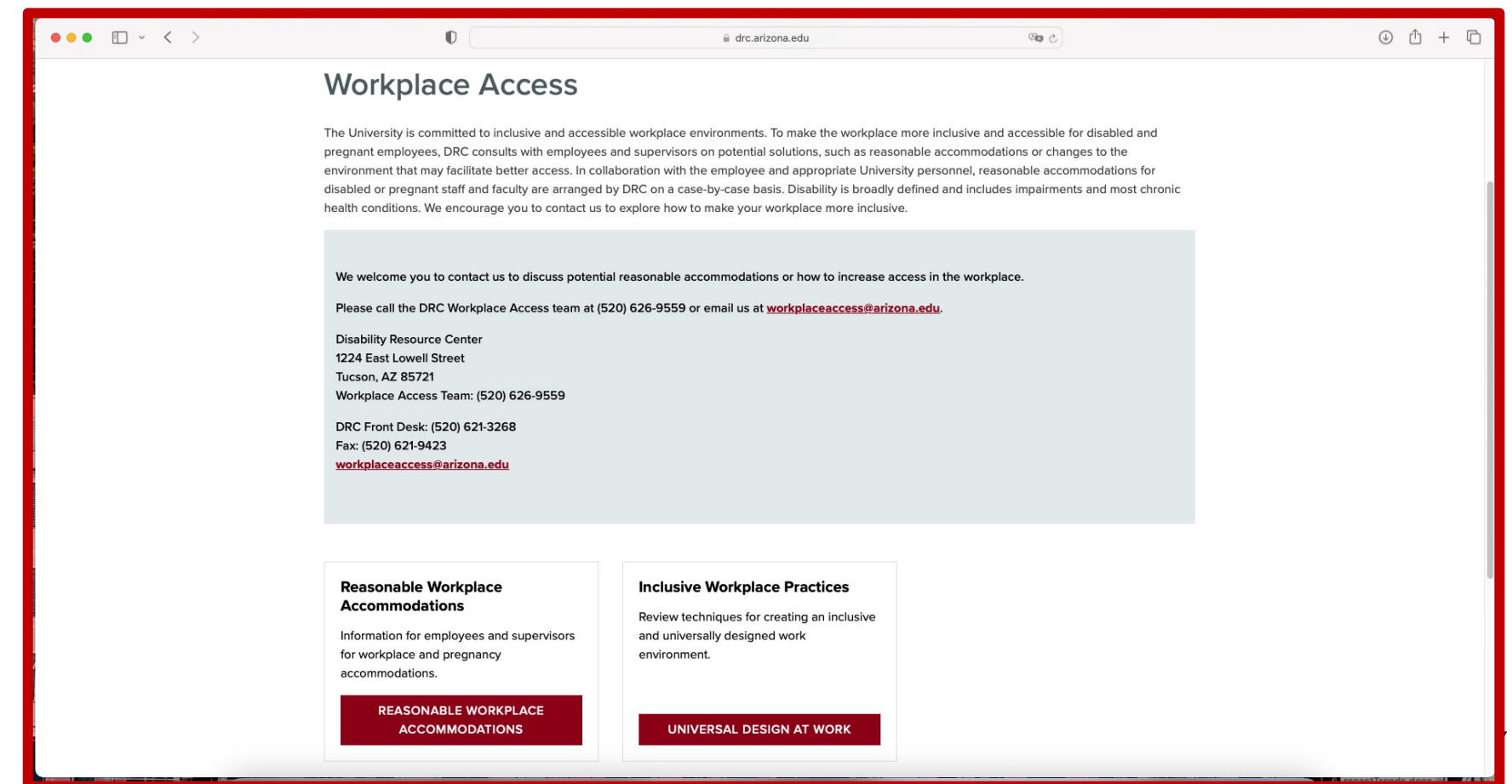
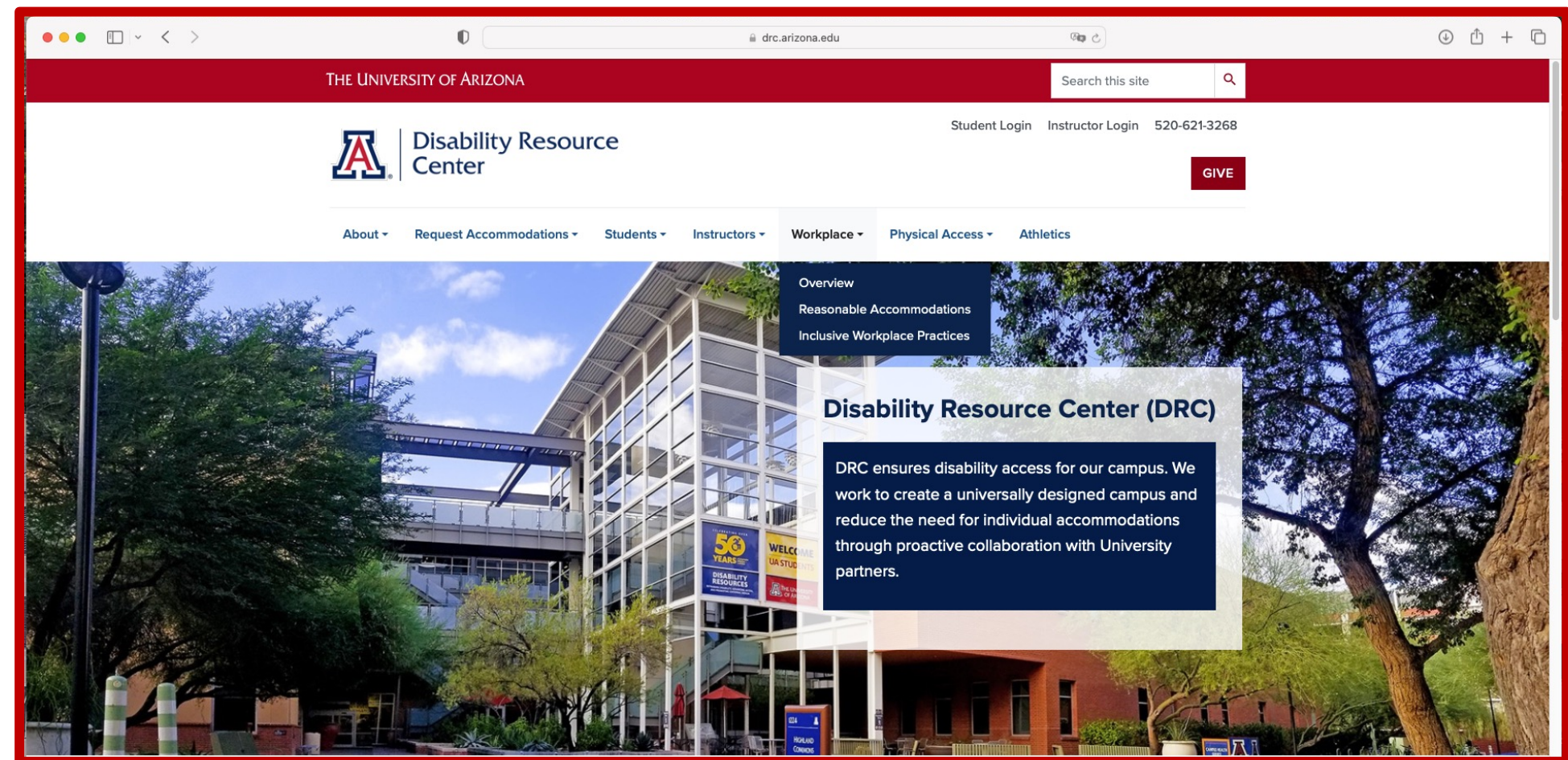


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Resources for Employees

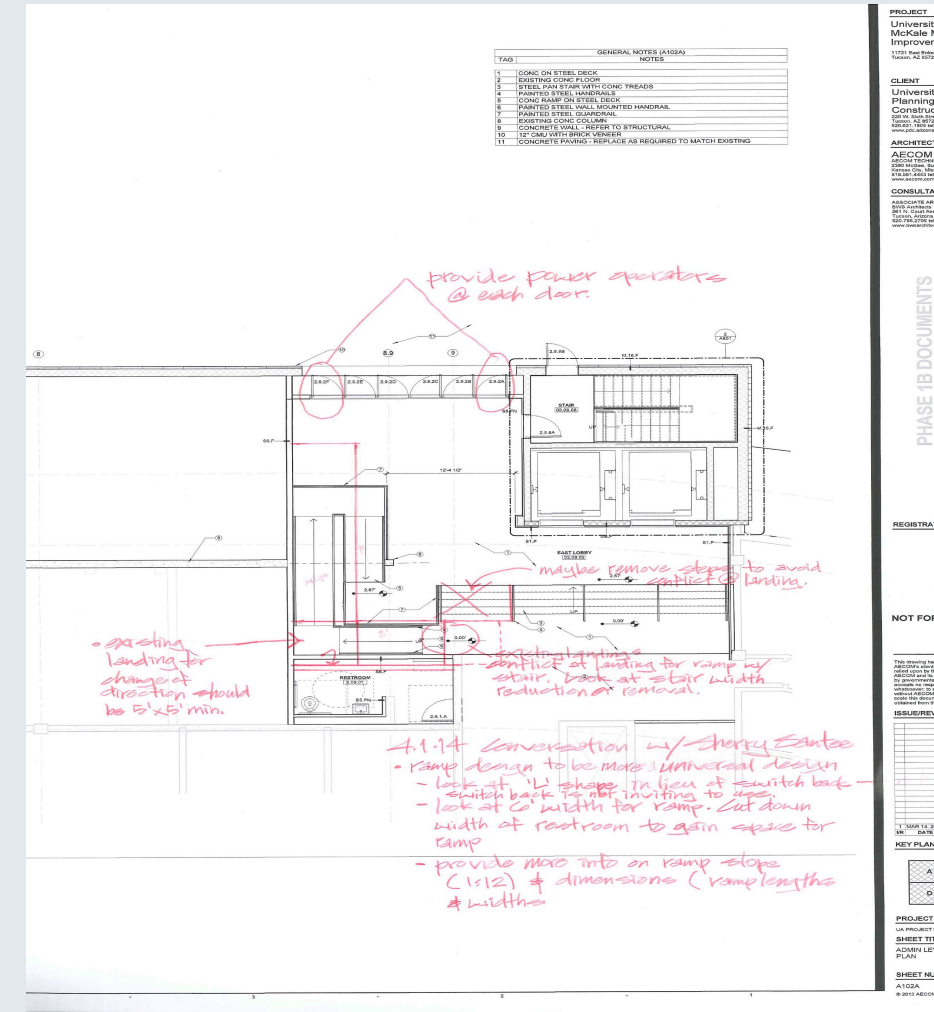
Disability access in the workplace

- Staff
- Faculty
- Graduate and undergraduate student employee



Consultation & Outreach

- Physical
- Digital
- Communication (ASL interpreters, CART)
- Inclusive Events
- Planning
- Tailored presentations



Campus Resources

Community

- [Disabled Staff & Faculty Coalition](#)

Emergency protocols

- [Evacuation for disabled people](#)

UArizona's [Campus Accessibility Page](#):

- Campus maps (filter by “wayfinding and accessibility” to find accessible routes)
- Disability parking permits
- IT Accessibility
- Access to public events like Arizona Arts and Arizona Athletics



Thank you!

You are welcome to contact me at
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