



ACCESSIBILITY AND DISABILITY RESOURCE CENTER *The UNIVERSITY of OKLAHOMA*

Temporary Accommodations

This process defines temporary illnesses and injuries, outlines when students experiencing such conditions should seek assistance from the ADRC and describes the process for obtaining support and temporary accommodations.

Definition:

A temporary illness or injury is a short-term, non-chronic condition with limited or no lasting effects. Generally, impairments with an actual or expected duration of six months or less are considered temporary and are not considered permanent disabilities under federal or state law (e.g., the Americans with Disabilities Act Amendments Act (ADAAA)). The ADAAA clarifies that an individual is not "regarded as" an individual with a disability if the impairment is transitory and minor, with "transitory" defined as an impairment with an actual or expected duration of six months or less.

Scope:

While temporary illnesses and injuries typically do not constitute disabilities, The Accessibility and Disability Resource Center (ADRC) recognizes that some temporary conditions can significantly impact a student's academic experience. This process applies to students experiencing temporary impairments that substantially limit a major life activity.

Examples of Temporary Illnesses or Injuries:

- Sprains or fractures expected to heal completely.
- Minor or non-chronic medical illnesses or disorders that last six months or less.
- Medical illnesses expected to resolve completely within a defined period.
- Surgeries with defined recovery periods.
- Illnesses or injuries resulting from accidents expected to heal completely.

When to Seek ADRC Services:

Students with temporary illnesses or injuries should contact the ADRC if:

The temporary impairment substantially limits a major life activity.

The temporary illness has, or is expected to have, lasting effects beyond two weeks (e.g., concussive syndrome, surgical complications).



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Important Note: Accommodations are ***not retroactive***. Students should contact the ADRC as soon as possible after the onset of a qualifying temporary condition.

Substantial Limitation:

Illnesses lasting two weeks or less are generally not considered sufficiently acute or to cause substantial limitations. Examples of such conditions include but are not limited to:

- Minor hand/arm injuries (sprains, minor surgery, etc.)
- Minor leg/ankle injuries (sprains, minor surgery, etc.)
- Injury to the non-dominant hand/arm
- Short-term illnesses (e.g., bronchitis, mononucleosis, COVID, influenza)

Illnesses lasting more than two weeks, that are acute and impact major life activities, may qualify for temporary accommodations through the ADRC. Examples include but are not limited to:

- Concussions
- Broken bones
- Complex/multiple injuries
- Surgeries with extended recovery periods

Please review the OU policy for instances where you may miss class due to illness that does not qualify as a disability- [Class Attendance - Policy 5.1.7.5](#)

Contact the ADRC: If the temporary impairment significantly impacts functioning and requires accommodations beyond what instructors can readily provide, students should [register with the ADRC](#) to discuss eligibility and potential temporary accommodations. This is particularly important for conditions expected to last longer than two weeks or those causing substantial limitations. A substantial limitation is a condition that creates a sufficiently severe impairment or disability that limits a “major life activity” or “major bodily functions”

This policy aims to support students experiencing temporary health challenges while maintaining academic rigor and integrity. Students are encouraged to proactively communicate with instructors and the ADRC to ensure appropriate support is in place.