

Appendix 8: Accommodations and Options for Graduate Students

The following list identifies processes for Cornell to follow regarding various scenarios for graduate students related to COVID-19 concerns vis-à-vis academic progress and engagement, including coursework, dissertation and thesis research, and assistantship responsibilities. The processes below will be used to discuss and determine appropriate accommodations (via Student Disability Services) or other options (via the campus offices described below). *A guiding principle is to strive to foster graduate students' abilities to complete their degrees.*

Possible Accommodations (disability/health-related) or Options for Graduate Students May Include the Following, as Appropriate for the Situation (this is not an exhaustive list):

- Remote/online learning, teaching, and/or research opportunities.
- Revised responsibilities (e.g., revised learning assignments; pivoted research - e.g., change from lab-based research to computation-based research; revised assistantship duties with same funding source).
- Revised funding source (e.g., change from TA to RA/GRA; change to different TA with different teaching responsibilities).
- Additional PPE – personal protective equipment – provided by the university/department/PI (e.g., N95 masks, protective gowns).
- Being on campus in different shifts during de-densified time periods.
- Rescheduling on-campus duty times to enable getting to campus in a way that avoids public transportation (or uses public transportation, depending on what the barrier is).
- Issuing parking space close to location of academic activity if required to be on campus at non-standard times.
- Taking leave of absence (health leave, personal leave) from academic program.
- Etc.

Nature of Concern about Returning to Campus	Process (1) Related to coursework & academic research progress (2) Related to assistantship duties	Comments
I: Personal health condition (physical health, mental health)	<p>For (1) and (2): Graduate student contacts Student Disability Services (SDS) to register, completing a Disability Self-Disclosure Form and sharing documentation as possible. The student will be assigned an SDS counselor.</p> <p>If student disagrees with decision about accommodations/options, student should use established appeal process for SDS.</p> <p>If a faculty disagrees with accommodation, Dean of Faculty and VP of SCL make final decision.</p> <p>If SDS determines accommodation is not warranted, SDS counselor will advise the student about what other office(s) on campus to consult for assistance (e.g., Graduate School).</p>	<p>Graduate students should not be discussing medical issues with instructors/supervisors/faculty advisors, nor should faculty members be deciding accommodations.</p> <p><i>Note:</i> Cornell cannot make blanket decisions like requiring all elevated-risk-for-COVID students to attend remotely. Cornell may advise that at-risk students stay home.</p> <p>University leadership has said: Faculty, TAs, staff, and students in elevated risk categories would be advised not to attend in-person classes.</p> <p>SDS may consult possible list of accommodations above and develop others.</p>

		<p>In developing accommodations, SDS will consult with academic program/faculty advisor/ instructor/ assistantship supervisor as relevant to the situation.</p> <p>Assistantship fund source continues to pay stipend, unless SDS determines accommodation to perform essential assistantship responsibilities is not possible.</p>
<p>II: Tested positive for COVID-19 or contact tracing required by Tompkins County Health Department (TCHD) to quarantine for up to 14 days</p>	<p>For (1) and (2): When confirmed by TCHD, student must be allowed to remain quarantined for required time.</p> <p>University provides accommodations via SDS as above.</p>	<p>Graduate students should not be discussing medical issues with instructors/supervisors/faculty advisors, nor should faculty members be deciding accommodations.</p> <p>Student may continue to engage remotely, for courses and research/scholarship, as personal health allows (e.g., if positive but asymptomatic).</p> <p>Student cannot be compelled to conduct assistantship duties while in mandated quarantine.</p> <p>Assistantship fund source continues to pay stipend while in quarantine.</p>
<p>III: Vulnerable health individual in household.</p> <p>Concerned about infecting other family member/etc.</p>	<p>For (1) coursework, academic research: (A) Student discusses with faculty advisor (B) If not resolved, then discuss with faculty Director of Graduate Studies. (C) If not resolved, then discuss with Graduate School Associate Dean Jan Allen. (D) If not resolved, student may invoke Grievance Procedure</p> <p>For (2) assistantship duties: (A) Student discusses with assistantship supervisor. (B) If not resolved, then discuss with faculty Director of Graduate Studies. (C) If not resolved, then discuss with Department Chair of stipend appointment department. (D) If not resolved, discuss with Deans Office in college in which department is located. (E) If not resolved, discuss with Graduate School Associate Dean Jan Allen. (F) If not resolved, student may invoke Grievance Procedure.</p>	<p>See possible options from list above.</p> <p>Assistantship fund source continues to pay stipend while process occurs. Assistantship stipend may terminate at conclusion of process if assistantship duties cannot be conducted and/or funding source (e.g., sponsored funds) does not allow stipend payment when duties are not conducted.</p>
<p>IV: General concerns</p>	<p>If related to personal health, contact SDS as above.</p> <p>For (1) coursework, academic research:</p>	<p>See possible options from list above.</p>

<p>about returning to campus in the midst of a global pandemic.</p>	<p>If not related to personal health: (A) Student discusses with faculty advisor (B) If not resolved, then discuss with faculty Director of Graduate Studies. (C) If not resolved, then discuss with Graduate School Associate Dean Jan Allen. (D) If not resolved, student may invoke Grievance Procedure.</p> <p>For (2) assistantship duties: If not related to personal health: (A) Student assistantship supervisor. (B) If not resolved, then discuss with faculty Director of Graduate Studies. (C) If not resolved, then discuss with Department Chair of stipend appointment department. (D) If not resolved, discuss with Deans Office in college in which department is located. (E) If not resolved, discuss with Graduate School Associate Dean Jan Allen. (F) If not resolved, student may invoke Grievance Procedure.</p>	<p>Assistantship fund source continues to pay stipend while process occurs. Assistantship stipend may terminate at conclusion of process if assistantship duties cannot be conducted and/or funding source (e.g., sponsored funds) does not allow stipend payment when duties are not conducted.</p>
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