

# Let's Talk Learning Disabilities

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## EPISODE 08

In this Episode, Laurie and Abbey talk about section 504 accommodations, what they are and how to get access to these accommodations. They share what it looks like to prove that these accommodations could be helpful, and develop an individual accommodation plan.

### What is Section 504 (1 min)

504 is a section of the Americans with Disabilities Act that allows individuals to receive accommodations necessary to cope with various types of impairments. If you have an impairment that affects your daily life functions and your needs could be met through accommodations, you could be eligible for 504.

### Who Provides 504 Accommodations? (5 min)

Any organization that receives funding by the government, such as a public school, is required by law to provide 504 accommodations. What has been more commonly observed, is even schools, learning centers, and workplaces that do not receive government funding are also providing 504 accommodations to attract a larger pool of individuals. Students and employees may have an impairment that comes with certain obstacles in a typical setting, and yet they may be really talented individuals who just need a certain accommodation in order to provide quality work.

### What 504 Can & Cannot Do (16 min)

504 Accommodations are meant to meet an individual where they are at, so that they are able to learn and produce quality effort and work. Accommodations may include but are certainly not limited to oral dictation, additional time to work on assignments or tasks, and even independent work in a quiet, secluded space without distractions. The 504 is meant to be an aide for a student to learn the standard curriculum with any accommodations necessary, what it cannot do is change the curriculum.

### IAP - Individual Accommodation Plan (21 min)

An IAP, Individual Accommodation Plan, is devised by all parties who are involved and have interest in an individual's learning capabilities. This may include teachers, parents, counselors, family members and the student themselves. A major benefit of an IAP is that it is reevaluated each year. Students learn to advocate for themselves by attending their annual assessments and become more aware of what accommodations are and are not beneficial to their learning. This is of course a great benefit as they get older and enter the workplace, knowing what accommodations are helpful in achieving their highest capacities.

### **Workplace Accommodations (25 min)**

Once qualified, Section 504 can follow an individual through life. Workplace accommodations are just as prevalent as learning accommodations and may help a working individual in their career. In this episode, Laurie & Abbey discuss how many working individuals can be timid in asking for their accommodations at work, because of the fear of being judged or looked at differently. They urge the individuals they work with and anyone listening to be unhindered by knowing that any type of mistreatment would actually be unlawful, and that accommodations can positively affect your capacity to perform well in the workplace.

### **Resources:**

Contact info for the podcast: [letstalklearningdisabilities@gmail.com](mailto:letstalklearningdisabilities@gmail.com)

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