

[REDACTED]

RE: Academic [REDACTED] Accommodations

[REDACTED]

Thu 7/9/2020 1:51 PM

[REDACTED]

Hello [REDACTED]

[REDACTED] works hard to gather accurate information, and we have had extensive discussions with your department as I am not **an expert** in the tasks needed to be completed for you to complete your research and earn your degree. Please forgive me if I did not use the correct verbiage to describe your work.

Our decision was based on the information gathered from **you** during our many exchanges, as well as from your department. The University remains committed to helping you pursue your studies. To that end and for next steps, I recommend that you continue working with your department including Prof. [REDACTED] and [REDACTED], and to pursue the alternative avenues you mentioned in your email.

Also, I still strongly encourage you, if you have not done so already, to contact [REDACTED] Ombudsman's Office [REDACTED] or [REDACTED] as they would be alternate resources for you for additional options or to appeal our decision. The Appeals Process for the [REDACTED] is available on our website at [REDACTED]. As I explained in my previous email, the [REDACTED] Director was included in the original review and determination, so the next step is to contact [REDACTED].

Warmly,

[REDACTED]

[REDACTED] 9 AM

Subject: Re: Academic and Housing Accommodations

Hi [REDACTED],

I believe that for the minimum appearance of fairness and transparency I should be provided a list of these many equipments and specimens of which other students would be deprived.

I also believe that it was a mistake, particularly considering the appearance of fairness, to not solicit any information directly from me about the work that I do and about the equipment or specimens that I think would be necessary.

I know with certainty that the grounds of the determination are factually in error. Please consider this email and the previous one to be part of my appeal.

I do not wish to appear ungrateful for the work that has gone into providing me a determination, but I think that it is important to me and to all students that the process be fair and appear to be fair. This decision has greatly impacted and transformed the nature of my PhD experience and the depth of education that I am receiving.

Thank you.

[REDACTED]

From: [REDACTED]

Wednesday, July 8, 2020 12:41 AM

[REDACTED]

Subject: Re: Academic and Housing Accommodations

[REDACTED]

Hi [REDACTED],

I wrote the following for clarification.

From the decision: Given that many of the specimens and equipment are shared by other researchers/graduate students, and approving your request would deny others access to these same items necessary to complete their work, we believe that your request for a separate lab and/or space to lock away your work would be a fundamental alteration.

The errors of fact relate to the following:

There exist neither pieces of equipment nor specimens for which providing my request would deny access to others. The language says “many,” specimens and equipment when in fact there are none.

Nothing about any of the experiments that I conduct require that any pieces of equipment be locked away.

As to specimens, Dr. [REDACTED] has stated emphatically in response to this case specifically that the research projects of the PhD students in his lab are separate and distinct. In keeping with this I create no specimens that are needed by other students to complete their work. Even if some future project were imagined where specimens created or used by me would be needed by other students, I create no specimens that cannot be easily aliquoted such that no person would be deprived of their use. There would never be a need for any specimens to be locked away beyond the minimum amounts necessary to complete my experiments.

My value system would not allow me to make a request that would be deleterious to other students in the manner suggested. Furthermore, Dr. [REDACTED] has offered the use of space in her lab. Dr. [REDACTED] has said on more than one occasion, but specifically on the occasion of a lunch celebration at the faculty club after a MS student had successfully defended his thesis, that whatever criticism may be leveled at Dr. [REDACTED] it cannot be denied that she is a tireless advocate for students. Putting my ego aside, I do not believe that Dr. [REDACTED] is so enamored of me that she would suggest a solution that would harm other students in the manner suggested by the justifications given for the current decision.

If the above are the only reasons for the decision, might there be a reversal forthcoming? While I have begun pursuing the other option that was presented, until there is firm agreement from my committee that this option is acceptable to them, I do not see how I can abandon the pursuit of any other option.

As to future students, the importance of confirming statements of fact are a fundamental component of the structural validity of any decision.

Thank you for your time,

From: [REDACTED]
Sent: Tuesday, July 7, 2020 8:11 AM
To: [REDACTED]
Subject: RE: Academic and Housing Accommodations

Hi [REDACTED],

I'm not certain what you mean by our decision being based on a "factual error". Can you please clarify?

Also, you mentioned "for the consideration of others with similar cases going forward," I'm not sure what would need to be considered for students in the future. Any additional information you can provide to clarify this would be helpful.

I'm glad you are talking with your department and going forward with other available resources on campus.

Take care and stay safe.

Best,

From: [REDACTED]
Sent: Tuesday, July 7, 2020 7:54 AM
To: [REDACTED]
Subject: Re: Academic and Housing Accommodations

Good morning,

Thank you for your response and for all the efforts of your part and the part of your department on my behalf.

It would seem that the decision was based on a factual error, so an appeal may be necessary: [Given that many of the specimens and equipment are shared by other researchers/graduate students, and approving your request would deny others access to these same items necessary to complete their work, we believe that your request for a separate lab and/or space to lock away your work would be a fundamental alteration.](#)

I am currently reviewing the other options that have been presented thus far. However, it may be important to address factual errors for the record and for the consideration of similar cases going forward.

Thank you,

Hello [REDACTED],

In your previous email, you had inquired about the Appeals process which invites students to appeal the Disability Specialist's evaluation/determination of an accommodation. Typically, the next step would be to appeal to the [REDACTED] Director. However, given that the [REDACTED] Director was involved in the decision making, I would encourage you to follow up with either the [REDACTED] Ombudsman's Office or [REDACTED] as they would be alternate resources for you.

Warm regards.

If you received this e-mail in error, please notify the sender; do not disclose, copy, distribute, or take any action in reliance on the contents of this information; and delete it from your system. Any other use of this e-mail is prohibited.

Hello again,

Also, if I may ask who made the determination of location being "fundamental?" Was it [REDACTED] or the department? Can I be privy to any of the considerations that went into making this decision.

4/9

[REDACTED]
Sonjiala

From: [REDACTED]
Sent: Wednesday, July 1, 2020 9:31 AM
To: [REDACTED]
Subject: RE: Academic and Housing Accommodations

Hello [REDACTED],

Thank you for your patience as we reviewed your documentation, your previous working location as well as your request for reasonable accommodations. While we recognize your disability has limitations, the requested accommodations are a fundamental alteration of the laboratory environment, and, therefore, cannot be supported by the [REDACTED].

In our discussion with the department, they seem to have several options available, so we encourage you to speak with [REDACTED] and your advisor about those options to complete your program. During our email exchange, it seems that you have other concerns, including the newest concern that you shared regarding retaliation, so I recommend that you contact with the [REDACTED] Ombudsman's Office or the [REDACTED]. These offices can help address those concerns.

[REDACTED] websites for more information including contact information:

[REDACTED]
I wish you all the best as you complete your graduate studies.

[REDACTED]
[REDACTED]
[REDACTED]
This e-mail and any files transmitted with it may contain privileged or confidential information. It is solely for use by the individual for whom it is intended, even if addressed incorrectly.

If you received this e-mail in error, please notify the sender; do not disclose, copy, distribute, or take any action in reliance on the contents of this information; and delete it from your system. Any other use of this e-mail is prohibited.

From: [REDACTED]
Sent: Wednesday, July 1, 2020 8:16 AM
To: [REDACTED]
Subject: Re: Academic and Housing Accommodations

Good morning!

I wanted to followup on my previous email to say that I have visited the space setup for me by Dr. [REDACTED], and I have a door key to access the resources that I would use. My lab work heavily involves use of tissue culture. I would like to note that the tissue culture room on Dr. [REDACTED] floor would be used by me and one other person, greatly increasing my ability to schedule experiments. The other tissue culture room is used heavily by several labs.

I fear retaliation if I start before receiving an accommodation. It was suggested that I start pending the decision.

As I mentioned previously, any update would be helpful. If there is more that I can do or more that I can provide from my side, I would like the chance to do that.

[REDACTED]

Thank you,

From: [REDACTED]
Sent: Thursday, June 25, 2020 7:05 AM
To: [REDACTED]
Subject: Re: Academic and Housing Accommodations

Hi [REDACTED],

I am checking as to whether there has been any update. The second lab space is ready for me to start. I know that implementing this accommodation would take some coordination.

Any update would be helpful. If there is more that I can do or more that I can provide from my side, I would like the chance to do that.

Thank you,

From: [REDACTED]
Sent: Monday, June 15, 2020 2:15 PM
To: [REDACTED]
Subject: Re: Academic and Housing Accommodations

Hello [REDACTED],

We will be reviewing documentation later this week, so I hope to have a decision soon. I can update you by the end of the week.

Best,

From: [REDACTED]
Sent: Monday, June 15, 2020 8:44 AM
To: [REDACTED]
Subject: Re: Academic and Housing Accommodations

Good Morning!

I became aware on Friday that the orange phase of getting back to research will last longer than I had initially thought. As the reduced density in the building is a relevant factor regarding my concerns, providing the requested accommodation will mean that I will be able to return to lab work sooner (during orange phase). Though I have experienced oth [REDACTED], I have remained committed to upholding the principles of community established at [REDACTED] as I know how important these principles are for successful outcomes for members of under-represented groups.

The accommodation would allow me to safely return to work and to a space that offers better security for my work product.

Do you have any idea when I can expect a decision? I would like to move forward on the arrangements necessary for me to return to work sooner.

I hope that you are well,

From: [REDACTED]
Sent: Wednesday, June 10, 2020 12:52 PM
To: [REDACTED]
Subject: Re: Academic and Housing Accommodations

Hello [REDACTED],

I initially raised concerns about my lab environment after being prompted by a health care professional that the environment I described was negatively impacting my health and would continue to do so until and unless I took some action toward a remedy. I continue to suffer pervasive negative effects to my health due to concerns related to the security of my lab work and due to anti-community, anti-diversity behaviors. In the first meeting regarding these issues it was [REDACTED] that there were several behaviors antithetical to the community standards of [REDACTED], and that the issues I raised concerning sabotage were not easily dismissed. Given the fact that my unremedied reasonable concerns exacerbate my well-documented anxiety disorder, allowing me to complete my work in a more secure environment is a reasonable accommodation. The fact that I was never provided any clear plan aimed at remedy or any measure by which the attempted re [REDACTED] would be deemed successful or unsuccessful, exacerbates my anxiety disorder. Dr. [REDACTED] offered to make space for me in her lab, which is locked at the end of the day when I first raised concerns. She graciously continues to extend this offer. Given that the probable saboteur has 24-hour access to the building, being allowed access to a more secure work space is important to my health.

[REDACTED] about the cautious reopening of research in the [REDACTED]
[REDACTED] Knowing that I could return to safer, more secure workspace would be important to my return to benchwork.

Please let me know if you require additional information.

Thank you so much for your attention and your concern,

From: [REDACTED]
Sent: Wednesday, May 20, 2020 6:26 PM

To: [REDACTED]
Subject: RE: Academic and Housing Accommodations

Hello [REDACTED],

I hope you and your family are doing well. I apologize for the delay, but I was researching your request for a different lab to continue your research but did not get a response. This is not a typical accommodation so it meant contacting other offices and some different thinking to see how we can accommodate this request. Then, COVID happened and we had to quickly move off campus, shift accommodations to remote learning and I'm still trying to get caught up.

So glad that you were able to get more permanent housing that meets you and your husband's needs. Now you have a place to live for longer than just one more academic year. I'm sure this is a blessing for both of you (hope you are ok with the religious reference – apologize if you are not).

Can you give me an update on your current academic needs? Are you still on campus doing research in the lab or are you working remotely?

Are you still requesting to continue your research work in a different lab?

If you have moved to remote working on your research, are there any different/additional limitations due to this new learning/working environment?

I'll look forward to an update.

[REDACTED]
Senior Disability Specialist

S

This e-mail and any files transmitted with it may contain privileged or confidential information. It is solely for use by the individual for whom it is intended, even if addressed incorrectly.

If you received this e-mail in error, please notify the sender; do not disclose, copy, distribute, or take any action in reliance on the contents of this information; and delete it from your system. Any other use of this e-mail is prohibited.

From: [REDACTED]
Sen [REDACTED] 29 AM
To: [REDACTED]
Subject: Academic and Housing Accommodations

Good morning,

I received an email stating that my accommodation would continue into the spring quarter, but I cannot find an email detailing what those accommodations are. Can you forward that information to me?

[REDACTED]

[REDACTED]

[REDACTED]

Thank you for your help and I hope you are well,