CTI's Bill of Rights and Responsibilities
for Student Accessibility and Accommodation

CTI is committed to enhancing inclusion for people of all abilities to engage in and have full access to all of CTI's Co-Active learning experiences. The Co-Active Accessibility and Wholeness Policy is based on the cornerstones of Co-Active relationship development and leadership. It aims not only to enhance accommodations for individuals with unique accessibility needs but also to foster Co-Active leadership in all aspects of the student experience.

To this end, all accommodations aim at enhancing mutual inclusivity for all students while simultaneously providing support to the individual requesting accommodation. Outlined below are the rights and responsibilities to be held by students requesting accommodation within CTI's curricula.

1. A Co-Active leader is one who is responsible for their world. While program advisors, leaders, assistants, and other faculty and staff are here to support and enhance your learning experience, the ultimate responsibility for designing accommodations that meet your unique needs is yours to initiate and co-design[1] with staff, faculty, and colleagues.
2. It is your responsibility to self-identify and request reasonable accommodations before the course begins, at the time of the course, and during the designed alliance portion of the in-class experience.
3. Once accommodations are requested, a designated program advisor team liaison will work with you to understand your needs and communicate established policies and procedures to you. You and your program advisor will have an opportunity to discuss any specific requests you have, and your program advisor will work with you to co-design an approach that will honor both your individual needs and the fullness of the Co-Active experience.
4. CTI will, as appropriate, communicate key design aspects of your conversation with co-leaders, certification program leaders, and, where applicable, assistants ahead of the start of your course.
5. It is both your right and responsibility to co-design in the moment with course leaders and assistants as well as other students any adjustments that need to be made in the moment to enhance mutual inclusivity and learning among all participants.

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[1] Co-design refers to the creation of a designed alliance: a set of agreements meant to support a relationship, the people involved in that relationship, and the relationship's intended goals.

6. It is your right and responsibility to request alternative formats ahead of the start of your class in order to enhance your own learning experience. This includes post-course feedback forms, experiential learning guides, and other materials.
7. It is also your right to shift in the moment and redesign with assistants or others who are supporting you in accommodations to deepen ways to express your own natural creativity, resourcefulness, and wholeness[2] at any point during the course.
8. It is your right to provide feedback on the course experience as well as accommodation design and experience either in class, when appropriate, or post-course. You may also request follow-up conversations with your program advisor, should you feel the need.
9. It is your responsibility to recognize and accept that the Co-Active accommodation process is designed to enhance learning of all participants in a Co-Active manner. If a requested accommodation does not support the foundation of Co-Active experiential learning or otherwise "fundamentally alters" the program, CTI reserves the right not to provide the requested accommodation under the Americans with Disabilities Act.
10. The three foundational principles of Co-Active accessibility and wholeness, which are also the foundation for accommodation design, are:
    a. Address Wholeness
    b. Honor the Lens of Challenge
    c. Evoke Mutual Inclusivity

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[2] We believe that all people are naturally creative, resourceful, and whole. This is the first cornerstone of the Co-Active model and foundational to how we approach all relationships.