

EQUAL OPPORTUNITY AND ACCESS FOR THE DISABLED**Reason for Policy**

To ensure that all campus community members have equal opportunity and access to all college programs, services and activities, and employment in accordance with Sections [503](#) and [504](#) of the Rehabilitation Act of 1973 and the [Americans with Disabilities Act of 1990](#).

Definitions

- A. An individual is considered "disabled" if at least one of the following tests is met:
1. The individual has a physical or mental impairment that substantially limits one or more of his/her major life activities;
 2. The individual has a record of such an impairment; or
 3. The individual is regarded as having such impairment.
- B. The term "reasonable accommodation" may include:
1. Making existing facilities used by employees readily accessible to and usable by individuals with disabilities; and
 2. The acquisition or modification of equipment or devices, appropriate adjustment or modifications of examinations, the provision of qualified readers or interpreters, and other similar accommodations for individuals with disabilities.

Policy Statement

- A. The College prohibits discrimination against any student, employee, or qualified applicant for admission or employment on the basis of physical or mental disability, or perceived disability.
- B. Individuals with disabilities, who are seeking accommodations related to a college course, program, service or activity, or related to their job functions at the College, may self-disclose their disabilities confidentially via human resources or a designated student service office. It is entirely the decision of the student or employee whether or not to disclose his/her disability to the designated staff of the College.
- C. The College is committed to provide reasonable accommodations that will enable:
1. Students with disclosed disabilities to participate in the life of the campus community while maintaining the academic and technical standards that are fundamental to the quality of its educational program.
 2. Employees with disclosed disabilities to perform satisfactorily the necessary functions of their jobs.
- D. Accommodations are not provided retroactively; i.e., the College's responsibility to provide accommodation does not begin until the disability is disclosed.
- E. The President shall authorize procedures and guidelines that must be followed by all faculty and staff members to ensure compliance.

Any willful violation of this policy will result in disciplinary action, up to and including student dismissal or termination of employment.

Approved: Board of Trustees
February 21, 1980
Revised: March 18, 1993
June 15, 2006

