

AMERICANS WITH DISABILITIES ACT, REASONABLE ACCOMMODATIONS AND SECTION 504 OF THE REHABILITATION ACT/MICHIGAN'S PERSONS WITH DISABILITIES CIVIL RIGHTS ACT

I. Purpose

Lansing Community College is committed to providing and maintaining a barrier-free environment so that individuals with disabilities can fully access employment, programs, services, and all activities of the College.

Lansing Community College is committed to providing equal employment opportunities and equal education for all persons regardless of race, color, sex, age, religion, national origin, creed, ancestry, height, weight, sexual orientation, gender identity, gender expression, disability, familial status, marital status, military status, veteran's status, or other status as protected by law, or genetic information that is unrelated to the person's ability to perform the duties of a particular job or position or that is unrelated to the person's ability to participate in educational programs, courses services or activities offered by the college

The college prohibits retaliation or reprisals against any individual because she/he has filed a complaint or report, participated in an investigation, or otherwise opposed unlawful discrimination.

II. Scope

This policy applies to all persons seeking reasonable accommodations under the American with Disabilities Act (ADA) and section 504 of the Rehabilitation Act, the Michigan's Persons with Disabilities Civil Rights Act, or any other statutes addressing disabilities from the College.

The College's Center for Student Access and the College's Human Resources Department respectively assist students and employees as well as others by maximizing ability and opportunity for full participation at the College.

III. General

The Executive Director of Human Resources and the Office of Risk Management and Legal Services are charged with the publication of Procedures, Rules, Guidelines, and Contact Persons relative to this policy.

IV. Responsibility

Responsibility for the interpretation and administration of this policy is delegated to the Equal Opportunity Officer.

Adopted: 3/18/2002 (Original name: Americans with Disabilities Act, Reasonable Accommodations and Section 504 of the Rehabilitation Act)

Revised: 6/18/2018 (renamed: Americans with Disabilities Act, Reasonable Accommodations and Section 504 of the Rehabilitation Act/Michigan's Persons with Disabilities Civil Rights Act)