

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

I. Purpose

To ensure compliance with the Americans with Disabilities Act and Section 504 of the Rehabilitation Act by providing and maintaining a barrier-free environment so that individuals with disabilities can fully access employment, programs, services, and all activities offered by the College.

II. Scope

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

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 the opportunity for full participation at the College.

III. General

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, pregnancy, pregnancy-related conditions, 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 they have filed a complaint or report, participated in an investigation, or otherwise opposed unlawful discrimination.

The Executive Director of Human Resources and the Dean of Student Affairs 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 Executive Director of Human Resources and the Dean of Student Affairs.

¹ **Adopted:** 3/18/2002 (Americans with Disabilities Act, Reasonable Accommodations and Section 504 of the Rehabilitation Act)

Revision History: *6/18/2018, 12/13/2021

NOTES: The policy was renamed to Americans with Disabilities Act, Reasonable Accommodations, and Section 504 of the Rehabilitation Act/Michigan's Persons with Disabilities Civil Rights Act on 6/18/2018