**ADA/ADAAA/Section 504**

The Americans with Disabilities Act (1990), the Americans with Disabilities Amendment Act (2008), and Section 504 of the Rehabilitation Act (1973) are designed to prevent discrimination against individuals with disabilities. In accordance with the legislation, Monroe County Community College has adopted a non-discrimination policy, as well as a procedure for persons requesting accommodations to fully participate in College programs, services, and activities.

**Responsibilities of the College**

The College will make reasonable efforts to accommodate students with disabilities who meet the academic and technical standards of the College.

ADA (1990), ADAAA (2008), and Section 504 of the Rehabilitation Act (1973) require colleges to “level the playing field” for qualified students with disabilities. Doing so may involve modifications of procedures or policies. These might include:

* Extended time on exams
* Alternate testing formats
* Auxiliary aids (i.e. interpreters)
* Note takers
* Readers and/or scribes

Accommodations and auxiliary aids provide the student with a disability an equal opportunity to participate fully in the academic environment. These support services are individualized, based on

the student’s specific functional limitations.

Accommodations vary from student to student because a disability, even the same disability, may result in different functional limitations. There is no cost to the student for accommodations. Although in some cases, part of the cost might be borne by an outside agency. Sometimes a personal attendant will accompany a student with a disability. The College is required to provide seating for this attendant. The College is not responsible for either the personal needs of the attendant or the student with a disability.

**Responsibilities of Disability Services**

Disability Services determines the appropriate accommodations for Students with Disabilities based on the ADAAA. Students meet with a Disability Counselors to review any provided documentation and to discuss the functional limitations the student may face in relationship to academic progress/classroom participation because of the disability. Based on the information from this meeting, the Disability Service Counselor determines the proper accommodations the student will receive for the semester.

Disability Services may share limited information about the student’s disability with faculty (with the student’s permission). Whatever information is shared must be kept in strict confidence. Students should never be “singled out” in class. The instructor should not question the student about his/her disability. If the student volunteers information, the instructor can address academic/classroom needs with the student. Instructors should expect students with disabilities to perform at levels commensurate with their peers. Instructors should never lower standards or set special grading criteria for students with disabilities. **Instructors should refuse student requests to arrange accommodations independently of Disability Services**.

**The Notification Sequence**

Before each semester begins, Disability Services instructors are notified via e-mail concerning students who are registered with our office. However, under ADA/ADAAA, students may request accommodations at any point in the semester (even if the student has not previously needed any accommodation). Students must provide reasonable notice to allow Disability Services, LAL staff, and instructors time to notify instructors and implement accommodations. Normally, at least 3-5 day notice is needed to set up an accommodation.

**When There Is a Problem**

Any instructor who has a concern about an accommodation, the performance of a student with a disability, or the behavior of a student with a disability should contact Disability Services. Most problems can be resolved through collaborative efforts with Disability Services, the instructor, and the student. A student who alleges a violation of anti-discrimination laws must follow the procedures outlined in the *Students* *with Disabilities* brochure.

**Disability Services Responsibilities**

* Meet with potential students
* Review any provided disability documentation
* Determine appropriate accommodations
* Provide instructors with information necessary to facilitate the accommodation process

**MCCC Faculty Responsibilities**

* Maintain confidentiality of disability information
* Uphold academic standards equally for all students
* Provide (only) the accommodations specified by Disability Services.

**What Instructors should know about Disabilities?**

* A student may have a disability that necessitates the use of supportive services which is not visible to others (i.e. epilepsy, brain injury, learning disabilities, behavioral or psychological disorder).
* Sometimes, it is not the condition, but the medications required to control symptoms that impair the student’s performance. Side effects can include fatigue or drowsiness, memory loss, reduced attention span, or loss of ability to concentrate.
* Students with disabilities range in intellectual capabilities. Most students with disabilities are highly capable, but need specific accommodations to give them equal access.
* A student with a learning disability is average or above in intelligence, but can show a significant discrepancy between expected and actual performance in a specific area. Most disability students are not impaired across the board.
* Psychological disabilities are increasing on campus. These students have a right to attend college, but must meet the same behavioral standards as other students.

**For further information contact:**

**Disability Services, C-218 (734) 384-4167**

**IMPORTANT**

**INFORMATION FOR FACULTY ABOUT STUDENTS WITH DISABILITIES**

**DISABILITY SERVICES**

**MONROE COUNTY COMMUNITY COLLEGE**

**1555 SOUTH RAISINVILLE RD.**

**MONROE MI 48161**

**(734) 384-4167**

 **7/13**