

## **MONROE COUNTY COMMUNITY COLLEGE**

### **ADA Policy**

Policy Type: District

Policy Title: ADA Policy

Whom Does This Policy Affect: All Staff, Public, and Students

Purpose: This policy reaffirms the college's compliance with the ADA to provide equal access and opportunities for people with disabilities.

#### Policy Statement

Monroe County Community College is committed to providing an accessible and supportive environment for employees with disabilities. Equal access for qualified individuals with a disability is an obligation of the college under Section 504 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990.

Monroe County Community College does not discriminate based on disability against qualified individuals with a disability in any program, service or activity offered by the college.

The college is committed to ensuring that no qualified individual with a disability is excluded, denied services, segregated or otherwise treated differently than other individuals because of the absence of auxiliary aids or other appropriate services. However, accommodations cannot result in an undue burden to the college or fundamentally alter the essential functions of the job.

If reasonable accommodations would cause undue hardship or burden because of costs, the individual with a disability shall be given the option of providing the accommodations themselves or paying for the portion of the cost that poses the undue hardship or burden.

#### Cross references:

- 1.65 Illegal Discrimination and Harassment Policy
- 1.65 (a) Illegal Discrimination Procedures
- 1.65 (b) Discrimination Harassment Complaint Form
- 1.77(a) Procedure to File an ADA Complaint
- 1.77(b) ADA Complaint form
- 1.77(c) Request for Accommodation