

AMERICANS WITH DISABILITIES ACT (ADA)

The College does not discriminate against qualified individuals who have disabilities. Moreover, as required by law, the College will provide reasonable accommodations to those students with disabilities who have met the academic standards of admissions. Reasonable accommodations will be given to students with disabilities to assist them in benefiting from the College's programs, activities, services and practices. The complete statement regarding "Provisions of Reasonable Accommodation for Education Programs, Activities and Other Services" (Source: Disabilities Policy Sub-Committee, Jan 15, 2000) is available from either the Academic Resource Center or the Dean of the College.

Faculty must be aware that provisions of the ADA may bear on their academic practices. Specifically, the ADA provides that

"a[ny] person that offers examinations or courses related to applications, licensing, certification, or credentialing for secondary or postsecondary education, professional, or trade purposes shall *offer such examinations or courses in a place and manner accessible to persons with disabilities or offer alternative accessible arrangements* for such individuals [italics added for emphasis]."

The definition of "person" is broad and includes entities or organizations, and the definition of "disability" covers "...a physical or mental impairment...", although some conditions are expressly not covered. The College policy regarding classroom accommodations for students with learning disabilities (noted below) was effected with this provision of the ADA in mind.

This provision also means, for example, that a student with a disability can request a course be re-assigned into a classroom that is accessible to a person with that disability. That request must be honored unless the organization faces "undo hardship" (i.e., an "action requiring significant difficulty or expense") by compliance.

All provisions of the ADA also apply to faculty, as employees.

Classroom Accommodations for Students with Learning Disabilities.

By College policy (Faculty Approval: February, 1995), special classroom accommodations will be offered to students with certified learning disabilities in all classes, if the accommodation is reasonably feasible for the affected course and the available facilities:

- * Permit audio table recording in class.
- * Allow double the usual time for full-period tests and exams.
- * Provide a distraction-free environment for taking full-period tests and exams.

The Dean of the College shall determine whether or not the accommodation is reasonably feasible for the course and facilities. Numbers 2 and 3, above, likely will require institutional support, perhaps in the form of a separate, proctored classroom where students with certified learning disabilities can take tests.

The faculty understand that these accommodations are not at the discretion of an individual faculty member but are intended as a College-wide policy that is binding on all faculty members in courses meeting the above criteria. The complete policy statement is available from the Office of the Dean of the College.

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