
SUBJECT: AMERICANS WITH DISABILITY ACT (ADA) POLICY (ALL EMPLOYEES)

1.0 PURPOSE

- 1.1. Snow College upholds the Americans with Disabilities Act (ADA), which makes it unlawful to discriminate against a qualified individual with a disability. The American with Disabilities Act (ADA) also provides that no qualified individual with a disability shall, by reason of such disability, be excluded from participation in or be subjected to discrimination by any entity.

2.0 POLICY

- 2.1. Snow College complies with the Americans with Disabilities Act (ADA) by
 - 2.1.1. Providing employment opportunities to qualified individual who have disabilities,
 - 2.1.2. Providing reasonable accommodation(s) to qualified individuals who have disabilities who are employees or applicants for employment, and
 - 2.1.3. Providing qualified individuals who have disabilities with appropriate auxiliary aids and services where necessary to allow equal opportunity as defined by federal law and regulations to participate and enjoy the benefit of a service, program, or activity conducted by the College.
- 2.2. Decisions on 1 through 3 above should be made in a reasonably prompt and timely manner.

3.0 PROCEDURES

- 3.1. Any person with a disability who feels that he/she needs an accommodation or has been discriminated against because of a disability should contact the campus ADA coordinator or the Human Resource Office with their request for accommodation.
- 3.2. Any employee who wishes to appeal a decision made by the campus ADA Coordinator may have his or her case heard by the ADA Advisory Committee at their campus. If the decision is still in dispute, appeal may then be made to the College President. Any employee may further contact the Office of Civil Rights at the U.S. Department of Education.