

<b>Title:</b> Americans with Disabilities Act (ADA) Accommodations	<b>Number:</b> 6.2	Page 1 of 1
	<b>Related Procedure?</b> <input checked="" type="checkbox"/> <b>Yes</b> <input type="checkbox"/> <b>No</b>	
<b>Legal Citation (if Applicable)</b> Rehabilitation Act of 1973, Americans with Disabilities Act (ADA), ADA Amendments Act (ADAAA)	<b>Board Approval/Revision:</b> 18 June 2014	

**American with Disabilities Act (ADA) Accommodations**

Colorado Mountain College (CMC) complies with Sections 503 and 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act (ADA), and the ADA Amendments Act (ADAAA). The College does not discriminate on the basis of disability in the areas of education, employment, public accommodations, and services.

The Rehabilitation Act, the ADA, and the ADAAA were designed to provide a clear and comprehensive national mandate for the elimination of discrimination against persons with disabilities, to provide enforceable standards addressing discrimination, and to ensure that the federal government plays a central role in enforcing these standards. The Chief Human Resources Officer (Faculty and Staff) and the Chief Student Affairs Officer (Students) are responsible for the coordination of College compliance with the ADA.

The College shall reasonably accommodate applicants and employees who are qualified individuals with a disability so that they can perform the essential functions of a job, unless doing so causes a direct threat to these individuals or others in the workplace and the threat cannot be eliminated by reasonable accommodation and/or if the accommodation creates an undue hardship to the College. Employees with any questions or requests for accommodation should contact the Human Resources Department.

Employees who believe that they are qualified and have a mental or physical impairment that is a disability, as defined by applicable law, should make a request for accommodation from the Human Resources Department.

Retaliation against individuals requesting accommodations is prohibited.

A list of applicable definitions for this policy shall be maintained by the Human Resources department.