

AMERICANS WITH DISABILITIES ACT

3.25060 DR
DISTRICT REGULATION

PURPOSE	<p>MCC is committed to providing accommodation for persons with disabilities by eliminating and/or reducing disability related barriers.</p> <p>MCC shall abide by the American with Disabilities Act (ADA) and Pregnant Workers Fairness Act (PWFA) and implement accommodation procedures consistent with federal and state law. This regulation will make reasonable accommodations in policies, regulations , and/or procedures when the modifications are necessary to avoid discrimination on the basis of disability unless it can demonstrate that making the modification would cause undue hardship or fundamentally alter the nature of the service, program, or activity.</p>
DEFINITIONS	<p>Person with a Disability: As defined by the ADA, a person with a disability is someone who has a physical or mental impairment that substantially limits one or more major life activities (for example, walking, seeing, hearing, breathing, speaking, and learning). This individual may or may not require the support of an approved service animal. A substantial limitation exists if the manner, duration or condition under which the activity is performed is significantly limited compared to most people. With respect to a qualified person with a disability, it is one who, with or without accommodation, can perform the essential functions of their job or who meets the standards for admission to or participation in an educational program, service, or activity.</p>
REGULATION MODIFICATION	<p>This regulation may be modified or revoked by the Chancellor through the shared governance process established at the institution.</p>
ENFORCEMENT	<p>This regulation and any applicable related procedures shall be strictly enforced. Violations may result in disciplinary action, up to and including termination.</p>
VALUES ALIGNMENT	<p>People</p>