

PURPOSE Metropolitan Community College (MCC) is committed to providing an inclusive and welcoming environment for students, with access to courses, programs, services, and extracurricular activities free from discrimination and harassment. MCC prohibits discrimination, including harassment, against any individual(s) on the basis of disability. MCC shall make reasonable modifications in policies, regulations, or procedures when the modifications are necessary to avoid discrimination on the basis of disability unless MCC can demonstrate that making the modification would cause undue hardship or fundamentally alter the nature of the service, program, or activity.

MCC will maintain operational procedures for students to request reasonable accommodation(s) on the basis of disability to ensure equitable access pursuant to Section 504 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act (ADA) of 1990, as amended.

DEFINITIONS The following definitions shall apply to this regulation.

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, thinking, concentrating, and learning.) 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 post-secondary education, a qualified person with a disability is one who, with or without accommodation, meets the standards for admission to or participation in an educational program, service, or activity. (Adapted from Subpart E: The Impact of Section 504 on Postsecondary Education, Association of Higher Education and Disability.)

REGULATION MODIFICATION This regulation may be modified or revoked by the Chancellor through the shared governance process established at the institution.

ENFORCEMENT This regulation and any applicable related procedures shall be strictly enforced. Violations may result in disciplinary action, up to and including termination.

ADOPTION: April 28, 2025

REVISED: (Date(s) approved)

OFFICE OF RESPONSIBILITY: Student Success & Engagement and District Disability Support Services

VALUES ALIGNMENT People