

COLUMBUS STATE COMMUNITY COLLEGE
POLICY AND PROCEDURES MANUAL

REASONABLE ACCOMMODATIONS
FOR PERSONS WITH DISABILITIES

Effective June 26, 2000

Policy No. 11-05

Page 1 of 2

(A) It is the policy of Columbus State Community College to make reasonable accommodations which will provide otherwise qualified applicants, employees, and students with disabilities equal access to participate in opportunities, programs, and services offered by the college. It is the intent of the college to provide accommodations to such applicant, employee, and student with a qualified physical, mental, or learning disability unless to do so would fundamentally alter the nature of the program or service, would result in an undue hardship to the college, or would result in a direct threat to the health or safety of the individual or others.

(B) Definition of “Qualified Person With a Disability”

“Qualified person with a disability” refers to those individuals with a disability who meet the essential eligibility requirements for receipt of services or participation or work in the college’s programs or services.

The college subscribes to the definitions of the Americans with Disabilities Act of 1990 (P.L. 101-336) as follows:

The term “disability” means, with respect to an individual, a physical or mental impairment that substantially limits one or more of the major life activities of such individual.

Individuals who have a record of such impairment or who are regarded as having such impairments are also covered by this policy. According to the U.S. Department of Justice’s Title II Technical Assistance Manual, “major life activities” include but are not limited to walking, seeing, hearing, speaking, breathing, learning, or working.

(C) Definitions of Reasonable Accommodations:

(1) Reasonable accommodations for qualified employment applicants are modifications or adjustments to the application process which allow persons with disabilities equal access to employment opportunities as are available to persons without disabilities.

(2) Reasonable accommodations for employment are modifications or adjustments to a

COLUMBUS STATE COMMUNITY COLLEGE
POLICY AND PROCEDURES MANUAL

REASONABLE ACCOMMODATIONS
FOR PERSONS WITH DISABILITIES

Effective June 26, 2000

Policy No. 11-05

Page 2 of 2

job, the work environment, or the way work is performed which enable qualified employees with disabilities to attain an equal level of performance or to enjoy equal benefits and privileges of employment as are available to employees without disabilities.

- (3) Reasonable accommodations for qualified students shall include those services or auxiliary aids which will assist in ensuring that opportunities to access educational programs or services, to benefit from programs or services, and to participate in the delivery of programs or services are equal to those opportunities of students without disabilities.