

NUMBER: 630

SUBJECT: AMERICANS WITH DISABILITIES ACT (ADA)

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**630.1 – POLICY**

Bridgerland Technical College (BTECH) may not discriminate in the recruitment, admission, educational process, or treatment of students with disabilities. ~~Students must voluntarily disclose that they have a disability (self-identify), request accommodation, and provide documentation of their disability.~~

The Rehabilitation Act of 1973 and The American with Disabilities Act (ADA) provide comprehensive civil rights and protections for persons with disabilities. **Section 504 and subsequent amendments require that all institutions of higher education provide students with disabilities the same opportunity to engage in educational experiences as students without disabilities. Students who have voluntarily disclosed that they have a disability (self-identified) and requested reasonable accommodations are entitled to receive approved modifications of programs, appropriate academic adjustments, or auxiliary aids that provide equal access to participants in all programs, services and activities sponsored by the College.**

**630.2 – DEFINITIONS**

Section 504 of the Rehabilitation Act of 1973 was the first law to specifically address the needs of students with disabilities. It states in part:

*"No otherwise qualified ~~person~~ individuals with a disability in the United States . . . shall, solely by reason of her or his ~~on the basis of disability,~~ be excluded from the participation in, be denied access to, or the benefits of, or be subjected to discrimination under any program or activity provided by any institution receiving Federal financial assistance."*

**630.2.1 – DISABLED PERSON**

Under the ADA, a person with a disability is defined as any person who:

1. has a physical or mental impairment which substantially limits one or more major life activities,
2. has a record of such impairment, or
3. is regarded as having such an impairment.

**630.2.2 – OTHERWISE QUALIFIED**

The ADA also provides clarification of the Section 504 phrase "otherwise qualified" individual with a disability, as one whom either: "...with or without reasonable modification to rules, policies, or practices, the removal of architectural, communication, or transportation barriers, or the provision of auxiliary aids and services, meets the essential eligibility requirements for the receipt of services or the participation in programs or activities provided by a public entity."

~~A "qualified student" is defined as a student . . . "who meets the academic and technical standards required for admissions or participation in the education program or activity." (Source—Rehabilitation Act of 1973, Section 504).~~

**630.3 – PROCEDURES**

1. Students requesting reasonable accommodation must meet with the ADA Coordinator. Documentation concerning the student's disability may be requested.
2. The request will be reviewed by the ADA Coordinator. **If denying the request is being considered, State Risk Management will be consulted prior to notifying the student of the decision.**
3. The student and, as needed, the department will be informed of the ADA Coordinator's decision concerning the request.