

# CAMDEN COUNTY COLLEGE

## *Board of Trustees Policy*

<b>Subject:</b>  <b>Americans with Disabilities Policy</b>	<b>Number:</b> <b>223</b>	<b>Page</b> <b>1</b>	<b>Of</b> <b>1</b>
	<b>Date: December 1, 2015</b>		
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	<b>Last Reviewed: December 1, 2015</b>		

### PURPOSE

The Camden County College Board of Trustees supports the standards set forth in Section 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act (ADA) and the Americans with Disabilities Amendments Act (ADAAA), the Genetic Information Nondiscrimination Act (GINA) prohibits genetic information discrimination against employees or job applicants, the New Jersey Law Against Discrimination (LAD) and all other similar state laws. The College will comply with all federal and state laws concerning its employees, students, and guests with disabilities and act in accordance with regulations and guidance issued by the Equal Employment Opportunity Commission (EEOC) and the U.S Department of Education. Furthermore, it is College policy not to discriminate against qualified individuals with disabilities in regard to application procedures, hiring, advancement, discharge, compensation, training or other terms, conditions and privileges of employment or equal access to education.

### SCOPE

The College will provide reasonable accommodations to qualified disabled applicants, students, employees and community guests to facilitate their ability to perform essential functions as an employee or student. Disabilities may include physical or mental impairments which substantially limit one or more of a person's major life activities, an individual with a record of such an impairment or an individual being regarded as having such an impairment, or otherwise suffers from a "disability" within the meaning of the term as defined by the NJLAD (NJSA 10:5-5).

This Policy ensures that the College reasonably accommodates qualified applicants, students, employees, and community guests with a disability so they can perform their essential functions unless (1) doing so causes a direct threat to said individual or others in the workplace or classroom and the threat cannot be eliminated by reasonable accommodation or (2) the accommodation creates an undue hardship to Camden County College in the operation of its business.

### REQUESTS FOR ACCOMMODATIONS

Students requesting an accommodation may contact the Office of Enrollment and Student Services. Employees requesting an accommodation may contact the Office of Human Resources. Community guests requesting accommodations shall be referred to the Department of Public Safety.

Complaints that a program, service, or activity of Camden County College is not accessible to person with disabilities should be directed to The Department of Public Safety, Office of Human Resources or Office of Enrollment Services.

### AUTHORITY

At the direction of the President, it is the responsibility of the Executive Dean of Enrollment and Student Services and the Executive Director of Human Resources to ensure compliance of ADA statutes and this policy.