

Rock Valley College

RVC Board Policy 2:10.120

Americans With Disability Act (ADA)

Reference(s): Title I and II of the Americans with Disabilities Act (ADA) of 1990 as amended, Section 504 of the Rehabilitation Act of 1973; 28 Code of Federal Regulations Part 35, and other applicable federal and state laws and regulations that prohibit discrimination on the basis of disability.

The Americans with Disabilities Act (ADA) is a federal civil rights law that prohibits discrimination against people with disabilities. The ADA requires that people with disabilities be provided the same opportunities as everyone else to engage in everyday activities, such as employment opportunities and participation in educational programs. Rock Valley College appreciates its commitment to all its stakeholders with disabilities and will comply with all relevant and applicable state and federal laws.

It is, therefore, the policy of Rock Valley College that discrimination on the basis of a disability is prohibited. Ensuring that all stakeholders of the college community have access to necessary facilities, information, and information technology (including websites) associated with administration and services, coursework and instruction, programs, and college-sponsored activities is critical to the College's educational mission and is among its highest priorities.

Non-discrimination includes making reasonable accommodations in accordance with applicable College procedures. Rock Valley College will endeavor, in compliance with state and federal law, to make such reasonable accommodations unless those accommodations fundamentally alter the nature of the service, program, or activity, or would place an undue burden on the College.

Rock Valley College prohibits retaliation against any individual who reports concerns regarding discrimination on the basis of disability, who cooperates with or participates in any investigation of allegations of disability discrimination, or any individual who is perceived to have engaged in any of these actions.

Rock Valley College understands that diversity, equity, and inclusion (DEi) are fundamental to achieving its mission. Therefore, Rock Valley College is committed to building and maintaining a community that reflects diversity and improves opportunities for all, including all qualified individuals with disabilities. This commitment is an expectation of our College's shared values,

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consistent with an intellectual community that celebrates individual differences and diversity.

Rock Valley College will establish procedures for employees, students, facilities, and technology regarding compliance with the ADA and other applicable state and federal laws, including information on submitting requests for accommodations.

Reference: Board Report 8129

Implemented: January 30, 2024