

## College Policy 2.05

### Individuals with Disabilities

## Part 1. Equal Opportunity for Individuals with Disabilities

Minneapolis Community and Technical College is committed to providing equal opportunities for qualified individuals with disabilities to participate in College services, programs, activities and employment. Minneapolis Community and Technical College will provide reasonable accommodations to qualified individuals with disabilities to ensure access to programs, services, activities and employment as required by law.

## Part 2. Definitions

### Subpart A. An individual with a Disability

1. Any person who has a physical or mental impairment which materially limits one or more of such person's major life activities.
2. Any person who has a record of such impairment, which means that a person has a history of or has been classified as having a mental or physical impairment that materially limits one or more major life activities.
3. Any person who is regarded as having such an impairment, which means:
  - Has a physical or mental impairment that may not materially limit major life activities but that is treated by others as constituting such a limitation;
  - Has a physical or mental impairment that materially limits major life activities only as a result of the attitudes of others toward such impairment; or
  - Has no impairment but is treated by others as having such an impairment.

### Subpart B. Qualified Individual

A person who, with or without reasonable modifications 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 receipt of services or participation in a system office, college, or university program or activity. Essential eligibility requirements include, but are not limited to, academic and technical standards requisite to admission or participation in an education program or activity.

### Subpart C. Reasonable Accommodations

Reasonable accommodations may include: modifications to rules, policies, or practices; the removal of architectural, communication, or transportation barriers; provision of auxiliary aids; or the provision of equally effective programs, services, or activities. In accordance with the Americans with Disabilities Act, accommodations will not be provided 1) for personal devices or services even though the individual may be a qualified individual with a disability, or 2) that result in a fundamental alteration in the nature of a service, program, or activity or in undue financial or administrative burdens. Reasonable accommodations do not include elimination of an essential function of a job.

### Subpart D. Personal Devices and Services

Examples of personal devices and services include wheelchairs; individually prescribed devices, such as prescription eyeglasses or hearing aids; readers for personal use or study; or services of a personal nature including assistance in eating, toileting, or dressing.

## Part 3. Request for Medical Documentation

MCTC may require an individual who requests an accommodation to provide medical documentation indicating the limitations of the individual and the need for an accommodation.

**Date of Adoption:** 7/1/1999

**Date of Implementation (if different from from adoption date):**

**Date of Last Review:** 7/1/1999

**Date and Subject of Revisions:**