

MASSACHUSETTS COLLEGE OF LIBERAL ARTS

POLICY ON NON-DISCRIMINATION AND ACCOMMODATION FOR PERSONS WITH DISABILITIES

POLICY

A. INTRODUCTION

1. Massachusetts College of Liberal Arts recognizes the multitude of barriers which confront persons with disabilities in access to employment and education. Consistent with state and federal statutes, which affirm and protect the human rights of otherwise qualified persons with disabilities, the College adopts a policy of non-discrimination and equal opportunities for otherwise qualified persons with disabilities. In all matters of employment and education such persons will receive full and fair treatment.

B. EMPLOYMENT OF PERSONS WITH DISABILITIES

1. Massachusetts College of Liberal Arts will examine all existing employment policies, practices and facilities to insure that they do not disparately treat or impact otherwise qualified persons with disabilities. Where such disparity is found, it will be corrected as quickly and completely as is reasonable under existing financial constraints.
2. Massachusetts College of Liberal Arts will make every effort to employ and advance in employment otherwise qualified persons with disabilities. This requires constructive, pro-active measures to advocate for Human Resources in all areas of employment including recruitment, selection, upgrading, training, compensation, benefits and all other terms and conditions of employment. Such measures shall include, but not be limited to, vigorous identification of competitive persons with disabilities for selection, promotion and training.
3. In accordance with law, the College will afford reasonable accommodations to any otherwise qualified employee with a disability to enable the employee to perform the essential functions of the job. Reasonable accommodations will also be afforded to applicants for employment who have a disability to enable them to adequately pursue a candidacy for any available position.

C. EDUCATION OF PERSONS WITH DISABILITIES

1. The College will examine all existing admissions, student support and other student life policies, practices and facilities to assure that they do not disparately treat or impact otherwise qualified disabled persons. Where such disparity is found, it will be corrected as quickly and completely as is reasonable under existing financial constraints.
2. The College adopts a policy of non-discrimination with respect to admissions and access to programs, facilities and services. Further, the College works to promote an environment free from harassment.
3. In accordance with Title I of the Americans with Disabilities Act (ADA), the College will provide necessary reasonable accommodations (including support services) to otherwise qualified students with disabilities to assure equal access to programs, facilities and services.

D. INSTITUTIONAL COMPLAINT PROCEDURES

1. The College's Discrimination Complaint Procedures will serve as a system of review and resolution for both informal claims and formal complaints of discrimination because of disability. Any member of the College Community who believes that s/he has been a victim of discrimination because of disability may initiate the informal claim or formal complaint procedures as outlined in the College's Discrimination Complaint Procedures. Further information or advice may be obtained by contacting the Director of Affirmative Action.