

# Policy

Policy # 3.03.02

Effective Date 8/25/93

<p><i>(Impact Area - Dept Name)</i></p> <p>Employees</p>	<p><i>(General Subject Area)</i></p> <p>Non Discrimination</p>	<p><i>(Specific Subject Area)</i></p> <p>Americans With Disabilities Act</p>
	<p><b>Author:</b></p>	<p><b>Supersedes Policy #</b>          Combined with          3.03.2(Handicapped)</p>
<p><b>Relates to Procedure #</b></p>	<p><b>Impact:</b></p>	
<p><b>Legal Citation (if any):</b> Americans With Disabilities Act          #PL 101 336</p>		
<p><b><i>North Idaho College</i></b></p>		

Policy Narrative

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As an integral part of its mission to provide a fair and caring environment for its students and employees, North Idaho College commits itself to be in compliance with both the letter and the spirit of any federal or state legislation or directives regarding equitable treatment for those with disabilities. Compliance with the Americans with Disabilities Act is a priority of this institution. The administration is charged with taking prompt action to implement the requirements of the Act and in doing so shall solicit the involvement of individuals in the community with disabilities in the self-evaluation and the setting of priorities for compliance. A grievance procedure shall be established so that in the event that any student, employee or member of the public believes that any activity, program, service or facility of the college does not conform with the letter or intent of the Americans With Disabilities Act, he or she can voice that concern in a mutual effort to reach reasonable accommodation.