

Clackamas Community College

Code: ACA
Adopted: 9/14/11
Readopted: 2/10/16 (effective
July 1, 2016)

Americans with Disabilities Act

The College, in compliance with the Americans with Disabilities Act of 1990 and the American with Disabilities Act Amendments Act of 2008 (ADA) is committed to maintaining employment practices, services, programs and activities that provide equity to qualified individuals with disabilities.

The College will provide reasonable accommodations for the known disabilities of all applicants and current employees in all employment application procedures; hiring, advancement or discharge; employee compensation; job training; other terms, conditions and privileges of employment upon request and advance notice.

A reasonable accommodation must not present an undue hardship for the College, be unduly costly, extensive or disruptive; nor present a direct threat to the health or safety of the individual or others in the workplace.

College services, programs and activities will be accessible and usable by qualified individuals with disabilities, consistent with Section 504 of the Rehabilitation Act of 1973 and the ADA. Accessibility may be achieved through nonstructural as well as structural methods.

In order to achieve equal access, the College will make available appropriate auxiliary aids and services that promote effective communications. Primary consideration will be given to the request of individuals with disabilities in the selection of appropriate aids and services. Final determination will be made by the President at the direction of the Board. Auxiliary aids and services determinations will be based on availability, effectiveness and financial or administrative burden to the College.

The Board directs the President to develop and implement an appropriate plan that provides for College compliance with the ADA, including the appointment of an ADA compliance officer and the establishment of a process for the investigation and prompt and equitable resolution of any complaint regarding noncompliance.

Retaliation is prohibited against anyone who files a complaint of discrimination, participates in an Office of Federal Contract Compliance Program proceeding or otherwise opposes discrimination under federal or state laws.

END OF POLICY

Legal Reference(s):

[ORS 192.630](#)
[ORS 341.009\(6\)](#)
[ORS 341.290\(1\),\(2\),\(7\),\(8\)](#)
[ORS 341.450](#)
[ORS 341.481](#)
[ORS 341.487](#)
[ORS 341.496](#)
[ORS 341.518](#)
[ORS 408.225 - 408.235](#)
[ORS 652.210 - 652.220](#)

[ORS 659.850](#)
[ORS 659.852](#)
[ORS 659.855](#)
[ORS 659A.003](#)
[ORS 659A.006](#)
[ORS 659A.009](#)
[ORS 659A.040 - 659A.046](#)
[ORS 659A.103 - 659A.143](#)
[ORS 659A.199 - 659A.224](#)
[ORS 659A.233](#)

[ORS 659A.236](#)
[ORS 659A.300](#)
[ORS 659A.309](#)

[OAR 589-008-0100](#)
[OAR 715-011-0005 – 011-0080](#)
[OAR 839-003-0000](#)
[OAR 839-006-0435 – 006-0465](#)
[OAR 839-020-0051](#)

Rehabilitation Act of 1973, 29 U.S.C. §§ 791, 794 (2012).
Americans with Disabilities Act of 1990, 42 U.S.C. §§ 12101-12112 (2012); 29 C.F.R. Part 1630 (2017); 28 C.F.R. Part 35 (2017).
Americans with Disabilities Act Amendments Act of 2008, 42 U.S.C. §§ 12101-12133 (2012).
Equal Pay Act of 1963, 29 U.S.C. § 206(d) (2012).
Genetic Information Nondiscrimination Act of 2008, 42 U.S.C. § 2000ff-1 (2012).
Vietnam Era Veterans’ Readjustment Assistance Act of 1974, as amended, 38 U.S.C. § 4212 (2012).
Title IX of the Education Amendments of 1972, 20 U.S.C. §§ 1681-1683, 1701, 1703-1705, 1720 (2012).
Chevron U.S.A. Inc. v. Echazabal, 536 U.S. 73 (2002).

Cross Reference(s):

AC - Nondiscrimination
BD/BDA - Board Meetings/Regular Board Meetings
GAB - Job Description
GBA - Equal Employment Opportunity
GBL - Personnel Records
JB - Nondiscrimination: Equal Education Opportunities and Freedom of Access