

# ADA/504 COMPLIANCE OVERVIEW

## Individuals With Disabilities

Title II of the Americans with Disabilities Act (ADA) states that “no qualified individual with a disability... shall be excluded participation in or be denied the benefits of any public entity.” An individual with a disability is any person who:

- *has a physical or mental impairment that limits one or more major life activities (e.g. performing manual tasks, walking, seeing, hearing, speaking, breathing, or learning).*
- *has a record of such impairment (e.g. medical history).*
- *is regarded as having such an impairment (e.g. generally perceived by College personnel to be limited, impaired and/or disabled). Also, any person who has a relationship with or is a primary care giver for an individual with a disability is protected from discrimination under the ADA.*

An individual with a disability **does not** include an individual whom:

- Has a temporary disabling condition (e.g. broken leg).
- Is a current substance user/abuser.

A qualified person with a disability is a person who satisfies the requisite skill, experience, education, and other job related requirements of an employment position that is currently held or desired.

### College Intent

The intent of Western Nevada College (WNC) is to ensure that every employee who makes a request for accommodation under the ADA shall be promptly and properly advised of the request and accommodation process. WNC is committed to providing accommodations for qualified individuals with disabilities in integrated settings, and in the most effective and timely manner possible.

A reasonable accommodation is any modification or adjustment to a job, an employment practice, or the work environment that enables an individual with a disability to work at their fullest capacity and enjoy an equal opportunity for employment.

WNC also recognizes that many individuals with disabilities are qualified to perform many of the essential functions of a job without need of an accommodation.

For further information, please contact the Coordinator of Disability Services on the Carson Campus.