



<b>CHAPTER 4</b>	<b>SECTION NO.</b>
College Operations	4.09-01
<b>REFERENCE</b>	<i>Adopted: September 14, 2021</i>
4.09-01 Americans with Disabilities Act (ADA) and Section 504 of the Rehabilitation Act	<i>Reviewed: September 14, 2021</i>
	<i>Revised:</i>

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Kishwaukee College is committed to providing places of work and learning free of discrimination. Likewise, Kishwaukee College's policy regarding discrimination, harassment and other misconduct represents our commitment to providing equal educational opportunity to all staff, faculty, administrators and students.

In compliance with federal laws for American with Disabilities Act and Section 504 of the Rehabilitation Act of 1973, it is Kishwaukee College's policy that no otherwise qualified individual with a physical or mental impairment shall, solely on the basis of his/her disability be excluded from participating in, denied the benefits of or be subject to discrimination under any program or activity operated by the college.

Kishwaukee College is dedicated to providing reasonable accommodations for any qualified individual with a disability to ensure their equal participation in educational opportunities provided by the college. Examples of disabilities that are protected by the ADA and Section 504 include, but are not limited to, the following:

- Cognitive
- Hearing
- Learning
- Health
- Physical
- Psychological
- Vision
- Temporary Disability

Students who have a disability and need an accommodation are encouraged to contact [Kishwaukee College's Disability Services Office](#) so that a reasonable accommodation may be prescribed. Employees, visitors, guests or applicants who have a disability and need an accommodation are encouraged to contact Kishwaukee College's Human Resources Office.

If you believe that you have been discriminated against based upon your disability or an institutionally prescribed accommodation for your disability has not been honored, you are encouraged to contact the 504 Coordinator and may file a [complaint](#) through the Kishwaukee College website under Section 504 Non-Discrimination and Grievance.



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Allegations of discrimination are taken seriously and will be dealt with promptly, thoroughly, impartially and equitably in accordance with Board Policy 3.18 Student Harassment/Discrimination and Board Policy 2.13.14 Harassment/Discrimination policies. Where discrimination is found to have occurred, Kishwaukee College will act to stop the discrimination, to prevent its reoccurrence and to remedy its effects. Confidentiality cannot be guaranteed when filing a complaint of discrimination; however, an individual's privacy will be protected to the extent reasonably possible.

The Illinois Department of Human Rights is charged with the enforcement of ADA and Section 504 for educational institutions within the State of Illinois. They may be contact at the information listed below:

Illinois Department of Human Rights  
555 West Monroe Street  
7<sup>th</sup> Floor  
Attn: Intake Unit  
Chicago, IL 60601

Information about filing a charge with the IDHR can be obtained at:  
<https://www2.illinois.gov/dh.r/FilingCharge/Pages/Employment.aspx> or by calling (312) 814-6200  
or (866) 740-3953 (TTY).