

SUSSEX TECH

Reasonable Accommodation/Modification Policy

Sussex Tech Adult Education is committed to the principle that every individual should have an equal opportunity to enroll in our programs, to register for courses or examinations in order to demonstrate their knowledge and skills under appropriate conditions, and to complete a training program. Sussex Tech seeks to assure access by providing accommodations to individuals with a disability as defined under the Americans with Disabilities Act of 1990 (ADA) and the ADA Amendments Act of 2008 (ADAAA).

The ADA defines a disability as “any mental or physical condition that substantially limits an individual’s ability to perform one or more major life activities” as compared with the average person in the general population. Major life activities include, but are not limited to, walking, seeing, hearing, speaking, breathing, performing manual tasks, concentrating, caring for oneself, working, learning, and the operation of a major bodily function such as those of the immune system, respiratory system, etc.

The ADA requires an institution of higher education to provide accommodation to a qualified individual with a disability, provided that the accommodation does not create undue hardship. An undue hardship refers to any accommodation that would be unduly costly, substantially disruptive, or that would fundamentally alter the nature of the program. Both new and existing students may request accommodations from Sussex Tech Adult Education.

Additionally, Sussex Tech is required to abide by the provisions of Section 504 of the Rehabilitation Act of 1973 which protects otherwise qualified individuals from discrimination based on their disability. In order to be considered otherwise qualified, a student with a disability must be capable, either with or without accommodation, of fulfilling the essential requirements of the educational program.

Individuals requesting accommodation are required to self-disclose to the Supervisor of Adult Education and submit a request in writing using the "Student Request for Accommodations." The request form may be obtained from the Supervisor of Adult Education. The request should be accompanied by documentation of the disability including information from an appropriate, licensed professional, which should address the current functional limitation(s), their prognosis, and recommendation(s) of appropriate accommodation. Once eligibility has been established, accommodations are requested on a course-by-course basis.

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Explain the procedure implemented within your organization that inform students of the reasonable accommodation/modification policy.

- This above policy is included in our student handbooks.