

STUDENT RIGHTS & RESPONSIBILITIES

AMERICANS WITH DISABILITIES ACT (100.12)

Illinois Eastern Community Colleges is committed to maintaining an inclusive and accessible environment in compliance with the Americans with Disabilities Act (ADA) of 1990, its amendments, Section 504 of the Rehabilitation Act of 1973, as amended, and other applicable federal and state regulations aimed at protecting the rights of individuals with disabilities.

IECC provides opportunities to qualified persons with disabilities in employment and in access to education, programs, services, and activities, when doing so will not pose an undue hardship or fundamentally alter the operations of the institution. Individual students, staff, and faculty members are responsible for self-identifying as individuals with disabilities in need of accommodation or modification and providing documentation that confirms their disability status.

IECC has a documented interactive course of action for processing accommodation requests. A synopsis of the process for students (current or prospective) is as follows:

1. Student meets with the Deputy ADA Coordinator at their college at the earliest date possible prior to the beginning of a semester for which accommodations are requested. (ADA Coordinators are easily accessible and identified across the District via bulletin board postings.)
2. Student submits a Student Request for Accommodations form, along with appropriate documentation, to Deputy ADA Coordinator.
3. Deputy ADA Coordinator reviews the document(s) provided, requesting additional information as necessary, and determines if the request for a reasonable accommodation can be granted. A written response to the student is provided within 7 days of receiving all required documentation.
 - If the request is approved, a comprehensive plan will be developed resulting in an Accommodation Letter which describes the approved accommodations. The student is responsible for circulating this letter to the appropriate college personnel and should follow up with the ADA Coordinator if accommodations are not implemented in an effective and timely manner.
 - If the request is denied, the student may appeal the decision by contacting the District ADA Coordinator within 10 business days upon receipt of the written denial. The District ADA Coordinator will review the appeal, in consultation with the Chancellor (or designee), to determine if the original decision is upheld or repealed.
4. Students must, each semester, make an appointment with the Deputy ADA Coordinator to make

arrangements for the next term as a plan does not automatically carry over.

For more detailed information (including qualifying documentation), the list of ADA Coordinators, and additional guidance, visit www.iecc.edu/ada.

NONDISCRIMINATION POLICY (100.8)

- I. Policy Statement
Illinois Eastern Community College District No. 529 is committed to the most fundamental principles of human dignity, equality of opportunity, and academic freedom. Decisions involving students and employees are based on individual merit and free from discrimination or harassment in any form. To this end, IECC operates pursuant to all applicable state and federal laws relating to equal educational opportunity and affirmative action, including but not limited to Executive Orders 11246 and 11375 as amended, Title VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, the Human Rights Act of 1977, Section 503/504 of the Rehabilitation Act of 1973, Section 402 of the Vietnam Era Readjustment Act of 1974, the Americans with Disabilities Act of 1990, the Genetic Information Nondiscrimination Act of 2008, and the Illinois Human Rights Act.
- II. Policy Scope
This policy is applicable to educational programs and offerings, activities, and services provided or operated by IECC. Additionally, this policy applies to all conditions of employment, including but not limited to hiring, placement, promotion, transfer, demotion, selection, recruitment, employment, advertising, layoff and termination, and compensation.
- III. Compliance
Various measures ensure compliance with this policy and allow for continuous notification to students, employees, and others:
 - A. widespread dissemination of IECC's Nondiscrimination Statement on IECC's website and in the academic catalog and in all formal student and employee recruitment publications. The statement will read: Illinois Eastern Community College District No. 529 does not discriminate on the basis of race, color, sex, pregnancy, gender identity, sexual orientation, age, marital status, parental status, religious affiliation, veteran status, national origin, ancestry, order of protection status, conviction record, physical or mental disability, genetic information, or any other protected category;
 - B. designating capable personnel to coordinate compliance: The Program Director of Grants and Compliance will serve in this capacity as it relates to students and issues not pertaining to