

# ADA/Section 504 Non-Discrimination Policy

## **To Report Student Complaints, Contact:**

Chris Greer, Dean of Students  
Section 504 Coordinator  
Dean of Students Office  
2001 Hedgcock

## **To Report Faculty, Staff, or Applicant Complaints, Contact:**

Janet Koski, Director of Diversity, Equity and Inclusion  
Equal Opportunity Officer and Title IX Officer  
Section 504 Coordinator  
Equal Opportunity Office  
105 Cohodas Hall

Date Approved:	4-20-2011
Last Revision:	11-29-2018
Last Reviewed:	11-29-2018
Approved by:	President
Oversight unit:	EQUAL OPPORTUNITY

This policy has a related procedure. [Click to view the procedure below.](#)

## **Purpose**

The two primary laws which are related to disability in higher education are the Americans With Disabilities Act (ADA) of 1990 and Section 504 of the Rehabilitation Act of 1973. Both of these laws protect the rights of individuals with disabilities. The ADA protects individuals with disabilities from discrimination and guarantees protection of equal access to programs and services. Section 504 provides specific information for post-secondary institutions and requires that reasonable accommodations be provided so that students with disabilities have an equal access to education.

## **Applicability**

Students, faculty, staff, and applicants for employment.

## **Policy**

Northern Michigan University formally affirms its commitment to prohibit discrimination against individuals with disabilities, including persons with mental health disabilities, in any aspect of University life including, but not limited to, physical plant access, employment, services, and the academic process. To this end, Northern Michigan University declares its intention to adhere to the Americans With Disabilities Act (ADA), the Rehabilitation Act of 1973, and all other applicable federal and state disability law. Applicants and students with disabilities have an equal opportunity to participate in or benefit from the services, programs, and activities provided by Northern Michigan University.

Non-discrimination includes making reasonable accommodation where appropriate to allow members of the University community with disabilities to fully participate in the University's programs, services and activities. The University offers consultation, assistance and problem resolution to the University community through the Office of the ADA Coordinator and will provide information regarding other applicable University processes. Click to review the Reasonable Accommodation Policy.

Northern Michigan University will make reasonable modifications to its policies, practices and procedures when the modifications are necessary to avoid discrimination on the basis of disability, unless making the modifications would fundamentally alter the nature of the service, program or activity. For all reasonable modification determinations, the University will conduct an individualized assessment and case-by-case determination as to whether and what modification(s) can be made to allow a student with a disability to participate in the programs, services and activities of the University, including allowing the student to continue to participate in and benefit from these programs, services and activities while receiving treatment for a mental health condition.

Northern Michigan University will not impose or apply eligibility criteria that screen out or tend to screen out an individual with a disability or any class of individuals with disability from fully and equally enjoying any program, service or activity unless such criteria can be shown to be necessary for the provision of the program, service or activity being offered.

Northern Michigan University has adopted an internal grievance procedure providing for prompt and equitable resolution for complaints alleging any action prohibited by this policy. Any person who believes that they have been subjected to discrimination on the basis of disability may file a grievance. [Click to view the ADA/Section 504 Grievance Procedure.](#)

Complaints should be addressed to:

**Student Complaints**

Chris Greer, Dean of Students  
Section 504 Coordinator  
Dean of Students Office  
2001 Hedgcock

**Faculty, Staff, or Applicant Complaints**

Janet Koski, Director of Diversity, Equity and Inclusion  
Equal Opportunity Officer and Title IX Officer  
Section 504 Coordinator  
Equal Opportunity Office  
105 Cohodas Hall

**Retaliation against anyone who files a grievance or cooperates in the investigation of a grievance is prohibited.**