

Personnel – General

C. Employee Rights

4029 Americans with Disabilities Act *

In accordance with the 1990 Americans with Disabilities Act (ADA) the Chabot-Las Positas Community College District prohibits discrimination against students and employees with physical or mental disabilities that substantially limit activities such as working, walking, talking, seeing, hearing, or caring for oneself. People who have a record of such an impairment and those regarded as having an impairment are also protected.

The District ensures that students and employees with disabilities will not be unlawfully subjected to discrimination or excluded from participating in or benefitting from programs, services or activities. Students and employees are accorded due process as outlined in the specific complaint procedures developed by the colleges. Each College and District Office will designate the responsible officer, outline the process for seeking resolution, and develop the procedures for filing and processing complaints, including timelines and decision-making authority.

Each College shall have on file, as required by ADA, Self-Evaluation to ascertain information pertaining to access and accommodations of the instructional programs, services and activities, including the plans or alternatives to correct any noted deficiencies.

Each College shall also have on file a Transition Plan that evaluates accessibility of facilities and delineates timelines for the removal of physical and structural barriers that exist in facilities, programs, and services.

The procedures to implement this policy are included in the Administrative Rules and Procedures.