



# Accommodations for Disabilities

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## *Accommodations for Disabilities*

Messenger College has an obligation to make reasonable accommodations in policies, practices or procedures when necessary to prevent discrimination on the basis of disability unless making the accommodations would fundamentally alter the nature of the service, program or activity, or would result in undue financial and administrative burdens.

It is the policy of Messenger College not to discriminate on the basis of disability in its academic programs, admissions policies, employment opportunities, financial aid or other school administered programs, which includes making reasonable accommodations for those with disabilities.

Persons with disabilities are protected by Section 504 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990. In compliance with the Americans with Disabilities Act of 1990, an individual with a disability is defined as a person who “has a physical or mental impairment which substantially limits one or more major life activities of such an individual; has a record of such an impairment; or is regarded as having an impairment.” Reasonable accommodations are mandated by these laws.

Students, faculty, or staff members who may need accommodations or services due to a disability or medical condition should contact the appropriate office (Student Development Office for students or Business Office for faculty/staff).

Students with documented disabilities should schedule an appointment with the Director of Student Development to discuss their goals, how their disability affects them in a college setting, the accommodations they have used in the past, and to request accommodations. The Director of Student Development shall coordinate with the Academic Office to ensure the student has reasonable accommodations in the classroom.

Requests for accommodations for persons with disabilities will be handled on an individual basis. Students should complete the Disability Accommodation Request Form and submit it to the appropriate office.