

AMERICANS WITH DISABILITIES ACT - Invitation to Identify

The Rehabilitation Act of 1973, as amended, and the Americans with Disabilities Act of 1990, as amended, define a disabled individual for the purposes of the program as any person who has a physical or mental impairment which substantially limits one or more of such person's major life activities, has a record of such impairment, or is regarded as having such an impairment. If this definition applies to you and you wish to be considered for admission as a student or for employment under the Affirmative Action Program of Dalton State College, please tell us about:

1. special methods, skills and procedures which may qualify you for programs or positions for which you might not otherwise be considered because of your disability and
2. accommodations which might enable you to perform properly and safely, including use of special equipment, changes in the physical layout of the workspace, and modifications of nonessential duties related to the job or other accommodations.

This information is voluntary and refusal to provide it will not subject you to discharge or to discriminatory or disciplinary treatment. All employees and applicants for employment are protected from coercion, intimidation, interference or discrimination for filing a complaint or assisting in an investigation under these Acts. Any information provided shall be kept confidential, except that:

1. instructors, supervisors and managers may be informed regarding restrictions on the work or duties of disabled individuals and necessary accommodations,
2. security personnel may be informed, when and to the extent appropriate, if the condition might require emergency treatment, and
3. government officials investigating compliance with the Acts shall be informed. Lack of English-language skills will not be construed as a barrier to participation in a program, or occupancy of a position for which an applicant may be other-wise qualified.