

**Americans with Disabilities Act (ADA)**

NWCCD is committed to maintaining an inclusive and accessible environment across all of its campuses. Ensuring that all members of the college community have access to facilities, information, and information technology associated with administration and services, coursework and instruction, programs, and college-sponsored activities is critical to NWCCD's educational mission and is among its highest priorities. The Americans with Disabilities Act (ADA), the Wyoming Civil Rights, and NWCCD policy prohibit discrimination against qualified individuals with disabilities in employment and educational programs. College websites must be accessible so that students, prospective students, employees, guests and visitors with disabilities have equivalent access to the information and functionality provided to individuals without disabilities.

NWCCD provides reasonable accommodations in the form of modifications to practices or procedures in order to make its services, programs, and activities accessible to qualified individuals with disabilities, unless the modification would fundamentally alter the nature of a college service, program, or activity.

Individual students, staff, and faculty members are responsible for identifying themselves as an individual with a disability when seeking an accommodation or, specifically in the case of students, a modification to an academic program. Individual students, staff, and faculty members are also responsible for documenting their disability (from an appropriately licensed professional) and demonstrating how the disability limits their ability to complete the essential functions of their job or limits the student's participation in services, programs, or activities of the College.

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