



## POLICY

Title: DISCRIMINATION AGAINST INDIVIDUALS WITH DISABILITIES	Code: C0203
Authority: Rehabilitation Act of 1973 § 504; Board Minutes, 5/18/92; 5/23/94; 2/21/95; 3/25/97; 8/25/98; 12/14/99; 11/27/07	Original Adoption: 5/18/92 Revised/Reviewed: 11/27/07 Effective: 11/28/07

Milwaukee Area Technical College (MATC) will fully comply with the Carl D. Perkins Vocational and Applied Technology Education Act, Wisconsin Fair Employment Act, the Rehabilitation Act, and the Americans With Disabilities Act of 1990s; all of which prohibit discrimination against qualified individuals with disabilities. [The word "disability" as used in this policy is intended to include the concept of "handicap" as the word is used in state law.]

To the extent provided in the above-referenced laws and corresponding regulations, and subject to any limitations provided in those laws and regulations, MATC will not discriminate against qualified individuals with disabilities without limiting the generality of the foregoing:

1. MATC shall provide reasonable accommodations to the known physical or mental limitations of qualified individuals with disabilities who hold or apply for jobs at MATC in accordance with applicable laws and regulations unless to do so would impose an undue hardship on MATC's operations; and
2. Under applicable laws and regulations, MATC shall not exclude qualified individuals with disabilities from the services, programs, or activities made available by MATC, or deny the benefits of such services, programs, or activities to such individuals, whether such exclusion or denial results from communication barriers, physical inaccessibility of MATC facilities, MATC policies, practices, procedures, or otherwise.

Milwaukee Area Technical College (MATC) will not discriminate against any employee, student, or applicant of this institution based on veteran status. In compliance with Section 402 of the Vietnam era Veteran's Readjustment Assistance Act of 1972, it is the policy of MATC to provide employment and educational opportunities to all persons who are disabled in accordance with this act, and make requested reasonable accommodations unless to do so would cause an undue hardship on the conduct of its operations.



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Alleged acts of discrimination that claim violations of federal and/or state laws, regulations, and established district policies shall be reported directly to the Affirmative Action office:

Associate Vice President  
Human Resources and Labor Relations  
Milwaukee Area Technical College  
700 West State Street, Room M254  
Milwaukee, WI 53233-1443  
Phone: 414-297-6867

Title IX Coordinator  
Vice President of Student Services  
Milwaukee Area Technical College  
700 West State Street, Room S214  
Milwaukee, WI 53233-1443  
Phone: 414-297-7227

Any such reports will be investigated promptly and be kept confidential within the bounds of our investigation and the law, in accordance with applicable administrative regulations and procedures.

### **Retaliation**

MATC recognizes retaliation against an employee or student for filing discrimination complaints against this institution or for opposing discriminatory practices to be a prohibited form of discrimination.

Any employee or student who engages in discrimination, or retaliates against another employee or student because the employee or student made a report of discrimination or participated in an investigation of a claim of discrimination, is subject to immediate discipline, up to and including discharge or expulsion as appropriate.

If the complaint alleges discrimination by the Affirmative Action office or that the Affirmative Action office has failed to respond properly to a complaint, the complaint should be directed to the President/Designee of MATC.