

American with Disabilities Act (ADA) Policy Statement

Introduction

Makana Esthetics and Wellness Academy is committed to a policy of equal access to their collections, facilities, and services. These policies and procedures ensure that persons with disabilities will not, on the basis of that disability, be denied equal access to library resources. It is the responsibility of all library staff to adhere to this policy of equal access to library resources. Makana Esthetics and Wellness Academy recognizes its legal obligations to make available reasonable and appropriate accommodations designed to provide access to library resources for library users with self-disclosed disabilities. For Makana students with disabilities and related extensive need for accommodation, the library will coordinate services in each program.

This document is subject to change. Individuals should contact the Makana Esthetics and Wellness Academy to inquire about any revisions or updates to this document.

Definitions

“Persons with disabilities” means persons who have a physical or mental impairment that substantially limits one or more major life activities, have a record of such impairment, or are regarded as having such impairment. “Reasonable and appropriate accommodations” means facilities modifications and/or service adjustments determined by Makana Esthetics and Wellness Academy in consultation with the disabled student or other appropriate resource. Assistive technology and assistance with book retrieval and photocopying are examples of reasonable and appropriate accommodations.

Part I: Policy Statement

In compliance with federal civil rights law relating to persons with disabilities the Makana Esthetics and Wellness Academy is committed to a policy of nondiscrimination solely on the basis of disabilities status. Makana Esthetics and Wellness Academy is an equal opportunity/affirmative action institution and is committed to a policy of nondiscrimination on the basis of race, sex, age, religion, color, national origin, ancestry, disability, marital status, arrest and court record, sexual orientation, and veteran status. This policy covers admission and access to, and participation, treatment and employment in the Academy’s programs, activities, and services. Sexual harassment is prohibited under this policy. This policy applies to all facilities, including but not limited to its physical collections, electronic resources, and computer access.

Part II: Rights and Responsibilities

A. Makana Esthetics and Wellness Academy recognizes that its basic responsibility is to identify and maintain the academic and technical standards that are fundamental to providing quality resources while ensuring the rights of persons with disabilities. To meet this obligation, Makana Esthetics and Wellness Academy:

- has the responsibility to ensure that all of its resources, viewed in their entirety, are accessible.
- has the right to select among equally effective methods of accommodating persons with disabilities.
- has the right to refer persons with disabilities to the appropriate agency with requests for accommodations that exceed those currently possible at the libraries.

- has the right to deny a request for services for persons with disabilities. If a request is denied, Academy has the responsibility to inform the individual of the reasons for the denial.

B. Persons with Disabilities Persons with disabilities have the right to an equal opportunity to use and benefit from resources at the libraries. To ensure this right, persons with disabilities:

- have the responsibility to identify themselves as needing appropriate, reasonable accommodations for persons with disabilities.
- have the responsibility for making their needs known in a timely manner.
- have the same obligation as any library user to comply with library policy and procedures.
- have the responsibility to follow procedures for services for persons with disabilities, and to do so in a timely manner.
- have the right to confidentiality of all information regarding their disability. Persons with disabilities have the right to choose to whom information about their disability will be disclosed.

Part III: Resources

Makana Esthetics and Wellness Academy Resources

Malia Sanchez, Director