

Notice Under The Americans With Disabilities Act

In accordance with the requirements of title II of the Americans with Disabilities Act of 1990, the Gateway Technical College (herein referred to as the college) will not discriminate against qualified individuals with disabilities on the basis of disability in the College's services, programs, or activities.

The College does not discriminate on the basis of disability in its hiring or employment practices. The College will not ask a job applicant about the existence, nature, or severity of a disability. Applicants may be asked about their ability to perform specific job functions. Medical examinations or inquiries may be made, but only after a conditional offer of employment is made and only if required of all applicants for the position. The College will make reasonable accommodations for the known physical or mental limitations of a qualified applicant or employee with a disability upon request unless the accommodation would cause an undue hardship on the operation of the College's business. To the extent its selection criteria for employment decisions have the effect of disqualifying an individual because of disability, those criteria will be job-related and consistent with business necessity.

The College will provide appropriate auxiliary aids and services, including qualified sign language interpreters and assistive listening devices, whenever necessary to ensure effective communication with members of the public who have hearing, sight, or speech impairments, unless to do so would result in a fundamental alteration of its programs or an undue administrative or financial burden. A person who requires an accommodation or an auxiliary aid or service to participate in a College program, service, or activity, should contact the office of Josh Vollendorf, the College's Director of Compliance and ADA Coordinator, at 262-564-3062 or vollendorfj@gtc.edu as far in advance as possible but no later than 24 hours before the scheduled event.

The College can be reached through the Wisconsin Relay Service at 711.

Complaints that a College program, service, or activity is not accessible to persons with disabilities and complaints of disability-based discrimination against applicants for College employment or College employees should be directed to Josh Vollendorf or filed at gtc.edu/eeo.

The College will not place a surcharge on a particular individual with a disability or any group of individuals with disabilities to cover the cost of providing auxiliary aids/services or reasonable modifications of policy, such as retrieving items from locations that are open to the public but are not accessible to persons who use wheelchairs.