

Disability Anti-Discrimination

Policy Owner: Vice President of Academic Affairs and the Office of Human Resources

Revised: November 2024

Statement of Policy

It is the policy of Fort Lewis College to ensure that all College goods, services, facilities, privileges, advantages and accommodations are meaningfully accessible to qualified persons with disabilities in accordance with the Americans with Disabilities Act and other pertinent federal, state and local disability anti-discrimination laws.

Fort Lewis College does not discriminate against any person with a disability and provides equal opportunity and reasonable accommodations for persons with documented disabilities. Fort Lewis College will comply with any federal, state or local laws which protect individuals with disabilities.

This policy applies to the goods, services, facilities, privileges, advantages and accommodations offered by Fort Lewis College either directly or through contractual, licensing or other arrangements. This policy is neither exhaustive nor exclusive.

Reporting Discrimination

Initial inquiries may be made to the Director for Accessibility Services, 280 Noble Hall, (970) 247-7459.

If an individual wishes to notify the College of possible discrimination and requires resolution, they must complete the College's Complaint form with the Director of Compliance and Community Standards (970) 247-7182, (www.fortlewis.edu/tellsomeone). Complaints, both informal and formal, alleging discrimination because of the Complainant's disability will be handled under the Fort Lewis College Grievance Procedures.

Responsibilities

For following policy: All students and employees regardless of their employment classification.

For enforcement of policy: Director for Disability Services, and Director of Compliance and Community Standards

For oversight of policy: Academic Affairs and Human Resources

For notification: Policy Librarian

For procedures implementing policy: Director of Compliance and Community Standards

Cross-Referenced Policies

[Fort Lewis College Grievance Procedure](#)

Revision History

This policy was initially approved on March 22, 2006. It was revised on December 6, 2013 to rename the "Grievance Procedure" section as "Reporting Discrimination" and in that section to rename the "Grievance Procedure for the Resolution of Complaints of Unlawful Discrimination, Discriminatory Harassment, and Sexual Harassment" as "Fort Lewis College Discrimination Grievance Procedure." Minor changes were authorized by the Vice President for Student Affairs on March 11, 2015 to add the policy summary and state the responsibilities for the policy.