



A member of Minnesota State

NOTICE UNDER THE AMERICANS WITH DISABILITIES ACT

In accordance with the requirements of Title II of the Americans with Disabilities Act of 1990 ("ADA"), Lake Superior College will not discriminate against qualified individuals with disabilities on the basis of disability in its services, programs, or activities.

Employment: Lake Superior College does not discriminate on the basis of disability in its hiring or employment practices and complies with all regulations promulgated by the U.S. Equal Employment Opportunity Commission under title I of the ADA.

Effective Communication: Lake Superior College will generally, upon request, provide appropriate aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in Lake Superior College programs, services, and activities, including qualified sign language interpreters, documents in Braille, and other ways of making information and communications accessible to people who have speech, hearing, or vision impairments.

Modifications to Policies and Procedures: Lake Superior College will make all reasonable modifications to policies and programs to ensure that people with disabilities have an equal opportunity to enjoy all of its programs, services, and activities. For example, individuals with service animals are welcomed in Lake Superior College offices, even where pets are generally prohibited.

Any employee or applicant who requires an auxiliary aid or service for effective communication, or a modification of policies or procedures to participate in a program, service, or activity of Lake Superior College, should contact the **office of Human Resources**. Please specifically contact **Jestina Vichorek**, Associate Vice President of Human Resources / ADA Coordinator at jestina.vichorek@lsc.edu or 218-733-7677 or TTY/ (218) 733-7705, as soon as possible but no later than 48 hours before the scheduled event.

Any student or non-employee (not including applicants) who require an auxiliary aid or service for effective communication, or a modification of policies or procedures to participate in a program, service, or activity of Lake Superior College, should **contact the office of Disabilities Services**. Please specifically contact **Chloe Tralle**, Chloe.Tralle@lsc.edu, or 218-733-7650 or TTY/ (218) 733-7705, as soon as possible but no later than 48 hours before the scheduled event.

The ADA does not require Lake Superior College to take any action that would fundamentally alter the nature of its programs or services or impose an undue financial or administrative burden.

Employee or applicant complaints that a program, service, or activity of Lake Superior College is not accessible to persons with disabilities should be directed to *Jestina Vichorek, Associate Vice President of Human Resources / ADA Coordinator* at jestina.vichorek@lsc.edu or 218-733-7677.

Student complaints that a program, service, or activity of Lake Superior College is not accessible to persons with disabilities should be directed to *Chloe Tralle, Director of Disabilities*, chloe.tralle@lsc.edu, 218-733-7650.