

2.4 Disability Statement

Last Revised: December 2024

Policy: Piedmont Community College (PCC) does not discriminate on the basis of disability in the recruitment and admission of students, and regulations.

Purpose/Definitions:

Purpose

The purpose of this policy is to ensure that individuals with disabilities are not discriminated against by PCC.

Definitions

Person with a disability – someone who:

- has a physical or mental impairment that substantially limits one or more major life activities,
 - has a history or record of such an impairment (such as cancer that is in remission), or
 - is perceived by others as having such an impairment (such as a person who has scars from a severe burn) ADA.gov.
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Approval Authority/Monitoring Authority: Piedmont Community College’s Board of Trustees has approval authority for this policy. The Vice President, Administrative Services/CFO has monitoring authority for this policy.

Procedure:

Section 1: Accommodations

1.1. PCC encourages self-disclosure of disabilities as soon as possible to ensure that reasonable accommodations can be made.

1.1.1. Employees/applicants who would like to request accommodations for disability should contact the Human Resources Organizational Development Department by emailing HR@piedmontcc.edu.

- 1.1.2. Students who would like to request accommodations for disability should contact the Counselor/Advisor Accessibility Services by calling (336)322-2159.

Section 2: Reporting

- 2.1. Individuals who believe the College has discriminated against them on the basis of disability should contact the Vice President, Administrative Services/CFO, who is the AA/EEO Officer of the College.
- 2.2. Please refer to Policy 2.3 Affirmative Action and Equal Opportunity Plan, Policy 5.20 Employee Grievance Procedure, and Policy 7.12 Student Grievance Process for additional information.

Legal Citation: [29 U.S.C. §794](#), [ADA.gov](#)

History: Effective January 1988; Revised January 2012; Procedural Revision June 2012; February 2021, December 2024