



NOTICE UNDER THE AMERICAN WITH DISABILITIES ACT

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

Employment: Kapi'olani Community 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: Kapi'olani Community 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 Kapi'olani Community Colleges** 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: Kapi'olani Community 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 Kapi'olani Community Colleges offices, even where pets are generally prohibited.

Anyone 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 Kapi'olani Community College, should contact Deneen Kawamoto by email at deneenk@hawaii.edu or kapdss@hawaii.edu or phone (808)734-9552. Students whose primary disability is Deaf or Hard of Hearing should contact Jan Fried by email at jfried@hawaii.edu or telephone at (808)734-9891/ Video Phone at (808)447-3141. Requests made as early as possible have a greater likelihood of being fulfilled.

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

Complaints that a program, service, or activity of Kapi'olani Community College is not accessible to persons with disabilities should be directed to Deneen Kawamoto at deneenk@hawaii.edu or kapdss@hawaii.edu or (808)734-9552.

Kapi'olani Community 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.