

SHASTA-TEHAMA-TRINITY
JOINT COMMUNITY COLLEGE
DISTRICT

ACCESSIBILITY PLAN

July 2017



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Introduction and Overview

All services and programs offered by Shasta College to the public must be accessible. Accessibility applies to all aspects of a program or service, orientation, eligibility, participation, testing, physical access, provision of auxiliary aids, and transportation.

The Americans with Disabilities Act (ADA) is a comprehensive civil rights law that provides a clear and comprehensive national mandate for the elimination of discrimination against individuals with disabilities.

The ADA states that a public entity must reasonably modify its policies, practices, or procedures to avoid discrimination against people with disabilities. This ADA Accessibility Plan has been developed to assist Shasta College in identifying current and future barriers to accessibility and developing solutions to assist in the removal of such barriers. The plan describes the processes by which Shasta College's facilities and services are evaluated for compliance with the ADA, and how deficiencies are identified and corrected.

The Assistant Superintendent/Vice President of Administrative Services is the college's ADA Coordinator.

Mandate for Public Accommodations

The ADA is a comprehensive civil rights law for persons with disabilities and provides a “clear and comprehensive national mandate for the elimination of discrimination against individuals with disabilities.” Congress emphasized that the ADA seeks to dispel stereotypes and assumptions about disabilities” and to assure equality of opportunity, full participation, independent living and economic sufficiency for people with disabilities. Title II of the Americans with Disabilities Act of 1990 states: *“No qualified individual with a disability shall, by reason of such disability, be excluded from participation in or be denied the benefits of the services, programs or activities of a public entity, or be subject to discrimination by any such entity”*.

Board Policy and Administrative Procedure

Shasta College Board Policy and Administrative Procedure (BP/AP 5140) governing Accommodation Services, outlines the requirements for disability programs and services, and both are readily available on the Shasta College website, through the Board of Trustees link.

Scope

All facilities, services, and programs at all Shasta College locations are subject to ADA requirements. The process of having facilities and services accessible to all individuals is ongoing.

There are two types of accessibility: Physical Accessibility and Program Accessibility. Absence of discrimination requires that both types of accessibility be provided.

The ADA establishes requirements to ensure that buildings and facilities are accessible to and usable by people with disabilities. Design guidelines to achieve accessibility have been developed and are maintained by the Access Board under the jurisdiction of the ADA. ADA Accessibility Guidelines (ADAAG) cover a wide variety of facilities (including buildings, outdoor recreation sites, and curb ramps) and establish minimum accessibility requirements for new construction and alterations to these facilities.

Programmatic accessibility includes physical accessibility, but also entails policies, practices and procedures that permit people with disabilities to participate in programs, to access information, and the opportunity to participate in or benefit from a public entity’s programs or services. The goal of the Accessibility Plan is to guide Shasta College in addressing any modifications identified.

Barrier Removal

The college has created a Barrier Removal List of identified deficiencies that currently need to be addressed. The list includes the deficiency location, description, source, remediation required, and status. The list was originally created and included all deficiencies identified in the 2014 Office of Civil Rights (OCR) compliance review and the College's Campus Accessibility Assessment, completed by LFH Architect in January, 2014.

Additional deficiencies are added to the list via various sources including individual complaints and maintenance work orders. In addition, a campus-wide survey will be sent out every other year to proactively solicit and identify deficiencies. The Office of Administrative Services is responsible to maintain the list, and perform follow-up to ensure progress to resolution.

Oversight

An accessibility work group comprised of representation from various areas of campus will meet quarterly, or on an as needed basis to review the status of existing, new and potential accessibility concerns. The work group will provide a status report on identified barriers with the College Council and Board of Trustees as an information item at least once each year.

Membership:

1. Vice President of Administrative Services (ADA Coordinator) or designee
2. Hazardous Materials Compliance Specialist
3. DSPS Administrator or designee
4. Human Resource Director or designee
5. Physical Plant Director or designee
6. Technology Director or designee
7. Campus Safety Director or designee

College Priorities

The college may achieve physical accessibility by ensuring that a facility is barrier free and meets ADAAG technical requirements.

The college may achieve program accessibility by a number of methods, both structural and nonstructural, including:

- Structural methods such as altering an existing facility
- Redesign of equipment
- Assignment of aides
- Providing services at alternative accessible sites

When choosing a method of providing program access, the college will give priority to the one that results in the most appropriate to encourage interaction among all users, including individuals with disabilities.

In rare cases, the college may determine that making an accommodation would result in an undue burden for the college as defined by current ADA laws. The determination that an undue burden would result will be based on an evaluation of all resources available to the college, including current laws and case history. The determination can only be made by the college's ADA Coordinator with a detailed statement citing the reasons for reaching the decision.

Recognizing that the college does not have unlimited resources and may not be able to immediately make all facilities fully accessible, the following criteria will be applied as the basis for prioritizing the removal of architectural barriers at all campus sites:

- Number of users: The facility or building serves a large number of people, including persons with disabilities.
- Immobile facilities: The facility houses programs or departments that cannot easily be shifted to another location.
- Current degree of accessibility: The facility is in need of access improvements.
- Long term planning status: The facility or building is scheduled for improvements that will include accessibility.

Program Specific - Barrier Removal

The criteria listed below will be used to assist in the determination of specific program based barrier removal actions within a facility.

1. **Primary access and path of travel:** The highest priority is placed on those barrier removal items that provide accessibility at the main entrance of a facility or improve the path of travel where program activities take place (for example, parking, walks, ramps, stairs, doors, and corridors).
2. **Program area:** A second level priority is placed on those barrier removal items that improve or enhance access to program use areas (for example classrooms, department offices and restrooms).
3. **Amenities:** A third level priority is placed on those barrier removal items that improve access to amenities serving programs areas (for example, drinking fountains, telephones, etc.).
4. **Not required to be modified:** A fourth level priority is given to areas or features not required to be modified for accessibility.

Since not all barriers must be removed in order to provide program access, those barriers that limit access to programs, services and activities are given first priority. These criteria will also be used for prioritizing the removal of architectural barriers in future projects.