



Accommodations of Individuals with Disabilities

Policy Number: 103

Categorized: General

Procedure: 103P

Responsible Office: Vice President, Student Affairs and Associate Vice President, Human Resources

Effective Date: 06/13/2020

Date Last Reviewed: 01/22/2024

1. Scope

This policy applies to all Northern Virginia Community College students, faculty, staff, college contractors, and visitors.

2. Policy Statement

Northern Virginia Community College is part of the Virginia Community College System (VCCS) and is governed on most matters of policy by the VCCS State Board for Community Colleges.

Where a VCCS policy exists, Northern Virginia Community College follows this policy in its operations. VCCS Policy 6.0.4, Students with Documented Disabilities, was adopted by the VCCS State Board of Community Colleges and is included in the [VCCS Policy Manual](#).

If you have questions about this policy and/or its application at Northern Virginia Community College, please contact the Responsible Office identified above.

3. Authority

[VCCS Policy 3.14.0, Equal Employment Policy](#)

[VCCS Policy 6.0.4, Students with Documented Disabilities](#)

[American with Disabilities Act of 1990 and ADA Amendments Act of 2008](#)

[Section 504 of the Rehabilitation Act of 1973 \(US Department of Labor\)](#)

[Department of Human Resource Management \(DHRM\) Policy 2.05, Equal Employment Opportunity](#)

[Department of Human Resource Management \(DHRM\) Policy 2.10, Hiring](#)

[Section 504 of the Rehabilitation Act of 1973 \(US Department of Health and Human Services\)](#)