



WHEATON COLLEGE, MASSACHUSETTS  
NOTICE UNDER THE AMERICANS WITH DISABILITIES ACT

In accordance with the requirements of Title II of the Americans with Disabilities Act of 1990 as amended 2009 (“the ADA”), Wheaton College does not discriminate against individuals on the basis of disability in its services, programs, or activities.

**Employment:** Wheaton 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:** Wheaton College will generally, upon request, provide appropriate aids and services to facilitate effective communication for qualified persons with disabilities so that they may participate equally in Wheaton College’s programs, services, and activities. Such services include providing qualified sign language interpreters, distributing documents in alternative formats, and taking other measures to make information and communications accessible to people who have speech, hearing, or vision impairments.

**Modifications to Policies and Procedures:** Wheaton College will make reasonable modifications to policies and procedures 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 Wheaton College offices, even where pets are generally prohibited.

Anyone who requires an auxiliary aid or service for effective communication, or a modification of policies and procedures to participate in a program, service, or activity of Wheaton College, should contact the office of Steven Viveiros, ADA/504 Coordinator as soon as possible but no later than 48 hours before the scheduled event.

The ADA does not require Wheaton 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 Wheaton College is not accessible to persons with disabilities should be directed to Steven Viveiros, ADA/504 Coordinator.

Wheaton 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 or services for effective communication or reasonable modifications of policy or procedure, such as retrieving items from locations that are open to the public but are not accessible to persons who use wheelchairs.