

603.2.1 - Nondiscrimination on the Basis of Disabilities and Reasonable Accommodation Policy

Purpose:

To establish Bismarck State College's policy to affirm its commitment to nondiscrimination on the basis of disability and its intention to comply with all laws prohibiting such discrimination including Section 504 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act (ADA) of 1990.

Policy:

To ensure nondiscrimination on the basis of disability, BSC will provide appropriate and reasonable accommodation for members of the public, employees, and students with disabilities, as defined by these laws.

All BSC administrators, faculty, staff and students have a responsibility to adhere to the philosophy of equal access and opportunity, which is the basis for this nondiscrimination commitment.

Nondiscrimination Statement:

Bismarck State College is an equal opportunity institution that does not discriminate on the basis of race, color, sex, gender, gender identity, national origin, age, religion, sexual orientation, information protected by the Genetic Information Nondiscrimination Act (GINA), marital status, disability, veteran's status or any other status protected by law in its admissions, student aid, employment practices, education programs or other related activities.

Definitions:

NA

References:

[SBHE Policy 603.2 Equal Employment Opportunity.docx](#)
[Section 504, Rehabilitation Act of 1973 | U.S. Department of Labor](#)
[Americans with Disabilities Act of 1990, As Amended | ADA.gov](#)

History of This Policy:

First policy: First policy draft approved by the Operations Council on August 18, 2020, and approved by the Executive Council on August 20, 2020.

Reviewed by Campus Council on August 21st, 2023, and reviewed by the Executive Council on August 28th, 2023, and approved by the President on September 21st, 2023.

Reviewed and approved by the Executive Vice President on June 25th, 2025.