

Grievance Procedure

Lafayette College is committed to complying with the requirements of the Americans with Disabilities Act of 1990 (ADA), the Americans with Disabilities Restoration Act of 2007, the Rehabilitation Act of 1973 (Section 504) and any other pertinent legislation related to the full inclusion of qualified individuals who experience disabilities. The College's policy is to ensure that qualified students with disabilities have access to programs, activities, and services, and to provide reasonable accommodations that do not result in lowering academic standards or require substantial program alteration.

If a Lafayette College student believes that s/he has been subjected to discrimination on the basis of disability or has been denied access or accommodations required by law, s/he has the right to file a grievance. The grievance process addresses the following types of concerns:

- Disagreements or denials regarding disability designation and status
- Denial of reasonable accommodations,
- Claims of inaccessibility to a College program, activity, or facility
- Alleged harassment or discrimination on the basis of a disability

On many occasions, issues can be resolved informally; therefore, prior to filing a formal grievance complaint, students are encouraged to resolve the matter informally by meeting with the appropriate campus staff member, faculty member, administrator, etc. If a meeting with the appropriate college personnel does not rectify the situation, the student should then meet with the following designated professional staff member:

Disability Services Coordinator

Ms. Rebecca Brenner, MSW

brennerr@lafayette.edu, 610-330-5098

If the student is still unable to reach a successful outcome after meeting with the aforementioned professional, the student should put a complaint **in writing** to:

Associate Dean of Advising & Co-Curricular Programs/
Director of the ATTIC,
Christopher Selena,
selenac@lafayette.edu, 610-330-5080.

The written complaint must clearly state the basis for the grievance, the specific facts and/or policies supporting the student's position and the resolution desired by the student. The Associate Dean will then review the written complaint, meet with the student and any pertinent college faculty/staff and issue a written statement regarding their determination.

If the student continues to be dissatisfied with the decision of the Associate Dean of Advising the student can forward the grievance complaint to:

Vice-President for Human Resources &
General Counsel,
Leslie F. Muhlfelder,
muhlfell@lafayette.edu, 610-330-5060

Ms. Muhlfelder's determination regarding the grievance will be final. No further appeals are permitted.

This policy was revised January 2017 and is considered a draft policy if a "final approval date" is not included below. Any questions or feedback on this policy may be directed to attic@lafayette.edu