

# LEARNER SUPPORT SERVICES (LSS)

## NON-DISCRIMINATION, EQUAL OPPORTUNITY, AND ACCOMMODATIONS FOR PERSONS WITH DISABILITIES

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The College is committed to all principles of equal opportunity and non-discrimination in education and employment of its learners, faculty, staff, and any applicants for admission or employment. The College and its collaborators will not discriminate against any learner or collaborator, present or future, on the basis of race, color, sex, gender identity, sexual orientation, religion, age, veteran status, marital status, or ethnic background. These policies are aligned with the Civil Rights Act of 1964 related to Executive Order 11246 and 11357, Title IV of the Education Amendments Act of 1972, Section 402 of the Vietnam Era Veterans' Readjustment Assistance Act of 1974, and state civil laws.

The College adheres to these principles in its admissions, learner funding, scholarships, and career support functions as well as all other learner-related services and educational programs.

In support of Sections 503/504 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990, the College is committed to providing reasonable accommodations to learners with disabilities. The College and SOFE facilities are accessible for persons with disabilities. Notwithstanding the foregoing, all learners are required to achieve all stated learning outcomes and to have the physical and mental abilities necessary to perform assignments successfully and meet the objectives of the academic program. To request an accommodation, the learner must submit a written request and to provide documentation from a healthcare practitioner detailing the specifics of the accommodation requested to [504coordinator@nightingale.edu](mailto:504coordinator@nightingale.edu). The learner will be notified in writing regarding any reasonable accommodation decision. The details of the request will be kept confidential.

The Office of the College President is responsible for assuring compliance with all non-discrimination, equal opportunity, and reasonable accommodation policies. Grievances alleging violations of these policies should be submitted in writing to the Office of the College President. The learner will receive a written response within ten (10) business days from the receipt of the grievance.