

Missouri Southern State University

ADA Compliance Plan

I. Institutional Commitment

Missouri Southern State University (MSSU) is committed to ensuring equal access to its programs, services, activities, employment opportunities, and facilities for qualified individuals with disabilities. In accordance with the Americans with Disabilities Act of 1990 (ADA), as amended, and Section 504 of the Rehabilitation Act of 1973, the University strives to provide an inclusive and accessible environment that supports full participation by students, employees, and members of the public.

MSSU recognizes accessibility as a shared, institution-wide responsibility and is committed to addressing accessibility barriers in a timely and responsive manner.

II. Purpose of the ADA Compliance Plan

- Establish a coordinated framework for ADA and Section 504 compliance at MSSU
- Clarify institutional roles and responsibilities related to accessibility
- Support consistent implementation of accommodations and access measures
- Align University practices with applicable federal regulations and guidance
- Provide internal guidance to support the University's public Accessibility Statement

This plan functions as an operational document and does not replace official policies or grievance procedures adopted by the University.

III. Scope of Application

- Academic programs and instruction
- Student services and extracurricular activities
- Employment practices and personnel actions
- Physical campuses and facilities
- Digital content, electronic systems, and information technology
- University-sponsored events and programs

IV. Legal and Regulatory Framework

- Americans with Disabilities Act of 1990, as amended
- ADA Title I – Employment
- ADA Title II – Public Services, Programs, and Activities
- Section 504 of the Rehabilitation Act of 1973
- Section 508 of the Rehabilitation Act (Electronic and Information Technology)
- ADA Standards for Accessible Design
- Web Content Accessibility Guidelines (WCAG) 2.1 Level AA

V. ADA and Section 504 Coordination

MSSU designates an ADA/Section 504 Coordinator to oversee institutional compliance, coordination, and response to accessibility matters.

VI. Notice of Non-Discrimination

MSSU does not discriminate on the basis of disability in its educational programs, services, activities, or employment.

VII. Program Accessibility (ADA Title II)

Programs, services, and activities are accessible to individuals with disabilities when viewed in their entirety.

VIII. Physical Accessibility of Facilities

Campus facilities are designed, renovated, and maintained in compliance with applicable accessibility standards.

IX. Digital and Electronic Accessibility

Digital content and electronic systems are developed and maintained with accessibility as a core requirement.

X. Student Accommodations

Students seeking accommodations work through the Office of Student Disability Services following established procedures.

XI. Employment Accommodations (ADA Title I)

Qualified employees and applicants may request reasonable accommodations through Human Resources.

XII. Auxiliary Aids and Services

Auxiliary aids and services are provided to ensure effective communication.

XIII. Service Animals and Assistance Animals

Service animals are permitted on campus in accordance with ADA regulations.

XIV. ADA Grievance and Complaint Resolution

Individuals may file complaints using the University's ADA grievance procedures.

XV. Training and Awareness

Ongoing training supports institutional ADA compliance and inclusive practices.

XVI. Review and Continuous Improvement

This plan is reviewed periodically to ensure regulatory and operational alignment.

XVII. Contact Information

Accessibility questions and concerns should be directed to the contact information listed in the MSSU Accessibility Statement.

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