



ADA Program Accommodation

06/01/2020

Approved By: _____

A handwritten signature in black ink, appearing to read "Dante S. Gal", is written over a horizontal line.

Parks & Recreation Director

Date: _____

6/1/20

ADA Program Accommodation Information Request & Form

The Americans with Disabilities Act (ADA) is a civil rights law that prohibits discrimination against individuals with disabilities in all areas of public life, including jobs, schools, transportation, and public and private places that are open to the general public. The ADA is divided into five titles (sections) that relate to different areas of public life. Title II, Public Services: State and Local Government, provides regulations for accessible programs, services and activities for individuals with disabilities and outlines providing reasonable modifications to policies, practices, and procedures where necessary to avoid discrimination. The Town of Sahuarita Parks & Recreation Department (P&R) is providing this information to address how members of the public can request a program accommodation.

A successful accommodation requires careful planning and coordination. By completing the required form and providing all requested documentation, P&R staff are able to evaluate the needs of the participant and plan accordingly. Some requests may require additional time to assess, for example, if specialized staff, training or equipment is requested. P&R may not be able to facilitate every accommodation request.

What is a reasonable ADA accommodation?

Reasonable accommodation is a change, exception, or adjustment to a rule, policy, practice, or service to make a program, service or activity accessible to an individual with a disability. ADA accommodations are intended to help integrate the participant into the program, not change the program or provide an alternative activity/policy. An accommodation can take many forms. P&R staff examine each accommodation request on a case-by-case basis and may choose, for example, to modify program procedures, provide specialized equipment, make accessibility modifications, or provide additional staff, training, or technical assistance.

What services are not provided under the ADA?

The ADA identifies areas that are exempt under the ADA and where reasonable accommodations are not required.

- P&R may remove or deny participation of individuals due to behavioral problems such as abusive language, hitting, kicking, or being non-responsive/unable to comply with verbal directions. Such behaviors can jeopardize the health and safety of others, as well as the participant.
- P&R staff do not provide services of daily living including feeding, dressing, and toileting.
- P&R staff do not administer injections of any kind. P&R staff can assist in dispensing other types of medications during program hours; however the participant (or parent/guardian) must provide clear instructions and the medication must be in the original prescription container.
- Accommodations that may cause undue financial hardships.

What documentation should I provide?

The request should include supporting documentation from a medical provider or qualified professional which is used to verify a disability and to help P&R staff plan an effective accommodation. Examples include an Individual Education Plan (IEP), 504 plan, medical records and/or a doctor's diagnosis. The documentation is not required to name the disability; however, it should confirm that there is a disability and what type of accommodation is needed in order for the individual to participate.

What criteria is used in determining appropriate accommodations?

P&R follows the ADA and may turn to other professionals for technical assistance. The information provided in the required documentation assists P&R staff when determining an appropriate accommodation. Once an accommodation is approved, changes may be made as the need arises following the initial process.

Why must the accommodation be requested in advance of the program start?

P&R staff recognize that not everyone benefits from the same modification. Staff will assess the needs of the participant and make a plan for support that will result in safe and integrated participation. The further in advance P&R receives a request, the more likely staff can review the information and provide a successful plan.

How often must a request for accommodation be submitted?

Since accommodations may vary from activity to activity, a new Request for Accommodation form is required for each new program. Where applicable, a new form must be submitted annually for a recurring program.