



# Americans with Disabilities Act - Equal Opportunity to Participate Policy

Policy Number: 013

Supersedes Policy #023 - 6/01/2019

Approved: 7/22/2020

Authorized by: Board of Trustees

Effective 8/1/2020 - 6/30/2025

Review Date: 4/30/2025

## 1) Purpose:

Timberland Regional Library (TRL) is committed to ensuring that all individuals have the equal opportunity to participate in and receive the benefits of TRL services, programs and activities.

## 2) Scope:

This policy applies to all TRL patrons, employees, volunteers, and the general public.

## 3) Background:

Title II of the Americans with Disabilities Act (ADA) prohibits discrimination against qualified individuals with disabilities in all programs, activities, and services of public entities. This policy outlines the provisions of Title II of the ADA, and the rights and obligations of individuals and TRL under federal and state law.

## 4) Definitions:

A. Qualified Individual: An individual with a disability who meets essential eligibility requirements for receipt of services or participation in programs, activities or services with or without:

- a. Reasonable modification to a public entity's rules, policies or practices;
- b. Removal of architectural communication or transportation barriers; or
- c. Provision of auxiliary aids and services.

## 5) Policy:

A. This policy includes the opportunity to participate in all library programs, services, and activities, equivalent to that of individuals who are not disabled; and that individuals with disabilities shall not, on the basis of said disability, be screened out of a service, program or activity. Nor, shall any individual be excluded from participation in or denied the benefits of these services, programs or activities because of their disability.

B. TRL shall ensure that all programs and activities are accessible, but will not necessarily make each and every facility accessible, as long as all programs are accessible. There are several means by which TRL can make its programs readily accessible and usable by individuals with disabilities, including:

- a. Redesigning equipment
- b. Assigning services or programs to alternative, accessible buildings
- c. Providing auxiliary aids

- d. Providing outreach services
- e. Altering existing facilities or building new facilities

c. TRL shall reasonably modify its policies, practices or procedures to avoid discrimination. However, modifications will not occur where a particular modification would fundamentally alter the nature of the service, program or activity.

**6) References:**

- A. Americans with Disabilities Act/Enforcement of State and Federal.
- B. Employment and Access Rights Procedure.
- C. Americans with Disabilities Act Complaint Procedure Form.
- D. Americans with Disabilities Act Request for Accommodation Form.

**7) Citations:**

Title II – American with Disabilities Act.

*By the enactment of this policy the Board of Trustees of Timberland Regional Library is concurrently rescinding any prior policy or procedure within TRL that is either in conflict with or expansive of the matters addressed in this policy.*

