

Timberland Regional
LIBRARY 
POLICY

TITLE: Americans with Disabilities Act – Equal Opportunity to Participate

POLICY NUMBER: 013

EFFECTIVE DATE: 06/01/2019

REVIEW DATE: 06/01/2020

SUPERSEDES POLICY NUMBER(S): New Policy

AUTHORIZED BY: Board of Trustees

1. Purpose: It is the policy of Timberland Regional Library (TRL) to ensure that all citizens have an equal opportunity to participate in and receive the benefits of TRL services, programs or activities.
2. Scope: This policy applies to all TRL patrons, employees, volunteers, and the general public.
3. Background: None.
4. Definitions: 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 citizens and the Timberland Regional Library under federal and state law.
5. Policy:
 - a. This policy includes the opportunity to participate in all library programs, services, and activities, equivalent to that of non-disabled persons; and that individuals with a disability 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 to and usable by disabled individuals, including:

- i. Redesigning equipment
 - ii. Assigning services or programs to alternative, accessible buildings
 - iii. Providing auxiliary aids
 - iv. Providing outreach services
 - v. 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: Americans with Disabilities Act/Enforcement of State and Federal Employment and Access Rights Procedure;
Americans with Disabilities Act Complaint Procedure Form
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 procedure.

Approved by the Board of Trustees on May 22, 2019