



C. Reasonable Accommodation

1. Accommodations that are required to ensure equal opportunity in the application process.
2. Accommodations that enable the employees with disabilities to perform the essential functions of the position held or desired.
3. Accommodations that enable the employees with disabilities to enjoy equal benefits and privileges of employment as are enjoyed by employees without disabilities.

D. Undue Hardship - any accommodation that would be unduly costly, extensive, substantial or disruptive, or would fundamentally alter the nature or operation of the business.

E. Accessible - describes a site, building, facility, transport carrier, communication system that complies with ADA guidelines.

F. Auxiliary Aids - services and/or devices such as qualified interpreters, assistive listening headsets, telecommunication devices for deaf persons, brailled materials and large print materials or as defined by the ADA..

G. Major Life Activities - functions such as caring for oneself, performing manual tasks, walking, seeing, hearing, speaking, breathing, learning and working.

H. Adaptability - the capability of certain building spaces and elements, such as sinks, grab bars, toilet facilities, kitchen counters, to be altered or added so as to make reasonable accommodations to individuals with a disability.

V. Standards

A. All program sites will make reasonable accommodations to qualified individuals with a disability.

B. Accessible programs and sites will include but not be limited to accessible building, transport carriers, communication systems, employment and social activities.

C. Reasonable accommodations shall include but not be limited to auxiliary aids/devices/switches, necessary to ensure effective communication with individuals with hearing, vision or speech impairments, the provision of wheelchair adapted vehicles in new vehicle purchases and to ensure programs/services operate in an integrated setting, unless separate or different measures are necessary to ensure equal opportunity, the adaptability of certain building spaces and elements (removal or barriers) including ramps, widening doorways, installation of grab bars in toilet stalls, etc.

D. The Division of Developmental Disabilities Services policies shall reflect its commitment to remove attitudinal, architectural, employment, transportation, communication and any other barriers to people with disabilities within the organization and the community.

E. DDDS Contractors shall ensure compliance with the Americans with Disabilities Act

Standards (cont)

Guidelines (either by statement of reference to the ADA or the actual ADA Guidelines provided in contractual agreements).

- F. Reasonable accommodations shall be provided to enable individuals with disabilities to participate in the organization's activities as clients/consumers, as staff members, as volunteers and as members of the governance authority.
- G. The organization promotes equal opportunity for individuals to participate to all levels of the organization.
- H. All DDDS programs and services are available to persons with disabilities who meet eligibility criteria.
- I. DDDS eligibility policies and practices shall adhere to the ADA guidelines.

VII. References

- A. Americans with Disabilities Act of 1990.
- B. The CARF Standards referenced in the 1995 manual under Accessibility were directly referenced.
- C. The 1985 Life Safety Code was referenced for terminology and definitions.
- D. Medicaid - Tag 455 - 483.470, Wheelchair Accessibility.
- E. Section 503 of the 1973 Rehabilitation Act.

VIII Exhibits

None