

Policy and Procedure for the Americans with Disabilities Act

REVISED DATE: 08/15/16

Site Visit Guideline 1.3

POLICY:

In accordance with Public Law 110-325 agencies must comply with The Americans with Disabilities Act of 1990 (ADA), which includes changes made by the ADA Amendments Act of 2008 and became effective January 1, 2009.

Title I – Section 12112 (a) General Rule:

No covered entity shall discriminate against a qualified individual with a disability because of the disability of such individual in regard to job application procedures, the hiring, advancement, or discharge of employees, employee compensation, job training and other terms, conditions, and privileges of employment.

Title II – Section 12132 - Discrimination:

Subject to the provisions of this title, no qualified individual with a disability shall, by reason of such disability, be excluded from participation in or be denied the benefits of the services, programs, or activities of a public entity, or be subjected to discrimination by any such entity.

Title III – Section 12182 (a) General Rule - Prohibition of Discrimination by Public Accommodations:

No individual shall be discriminated against on the basis of disability in the full and equal enjoyment of the goods, services, facilities, privileges, advantages, or accommodations of any place of public accommodation by any person who owns, leases (or leases to), or operates a place of public accommodation.

It is the policy of Ryan White Grant Administration to ensure compliance with all applicable standards established in this Act on behalf of individuals served by Ryan White Part A funds.

PROCEDURES:

1. No eligible client will be denied benefits or services. If a client alleges discrimination in any form, the agency must have a mechanism in place to address such concerns.
2. Agencies shall comply with ADA regulations by removing architectural barriers. Agencies shall also make reasonable modifications in policies, practices, or procedures when necessary to afford goods and/or services to individuals with disabilities.

3. If an agency cannot remove barriers or make reasonable accommodations available, an alternative method to provide services must be available and documented in the agency's Policies and Procedures.
4. It is the responsibility of the agency to remain current with the ADA reflected in the agency practice.

Approved by Manager
HCPH – Ryan White Grant Administration

Date