



## **ACCESSIBILITY DEPARTMENT POLICY**

### **PURPOSE:**

The purpose of this Department Policy is to accommodate individuals with disabilities in St. Louis County Parks in compliance with the Americans with Disabilities Act (ADA).

### **POLICY:**

It is the policy of the St. Louis County Department of Parks and Recreation to make reasonable modifications for any services, programs, activities and facilities in order to provide equal access for individuals with disabilities.

### **PROCEDURE:**

#### **Standards**

1. Individuals will not be discriminated against who are otherwise qualified to participate in any services, programs or activities provided by the Department.
2. The Department will strive to provide services, programs and activities in facilities that are architecturally barrier-free.
3. Individuals with disabilities must be integrated to the maximum extent appropriate in the regular programs and services of the Department.
4. Individuals must notify the Department when registering, or at least three business days in advance of the program/event date, if modification due to a disability is needed to facilitate participation. If an inclusion support person is needed to assist the program participant with a disability, it may take two weeks or more to provide this type of modification. The Department will cover any costs associated with the reasonable modification.
5. A companion will not be charged a fee if their purpose is to provide one-on-one support for a person with a disability.

#### **Exceptions**

1. The Department may not make a particular facility accessible if, overall, its programs and facilities are fully accessible.
2. The Department may not need to take any action that would threaten or destroy the historic significance of a historic property.
3. The Department may not take an action if it can demonstrate that doing so would cause a fundamental alteration in the nature of the service, program, or activity or an undue financial and/or administrative burden. This condition, however, requires all of the following actions.

- The Department must prove that making the program or service accessible would cause a fundamental alteration in the nature of the service, program or activity or an undue financial and/or administrative burden.
- The decision that compliance would result in such alteration or burden shall be made by the Department Director.
- The decision is made only after considering all of the resources available for use in funding and operating the service, program or activity involved.
- The decision must be accompanied by a written statement of reasons supporting the action.
- Finally, even if the Department complies with the above, it must still take action to ensure that all its services, programs and activities are accessible to individuals with disabilities.

### **Implementation**

Providing reasonable modification(s) must be addressed on an individualized basis. However, the Parks Department is committed to providing the following upon request to ensure all individuals have equal access.

1. Provide accessible parking areas
2. Permit service animals in all public areas of Parks facilities.
3. Alter rules of games/activities so long as the fundamental purpose of game/activity is not altered
4. Move the program/activity from a non-accessible location to an accessible location
5. Provide accessible transportation within the program/activity
6. Provide qualified sign language interpreters.
7. Provide information in alternative formats
8. Provide additional support staff

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