

YMCA of Rapid City ADA Accommodation Policy

General Policy:

The YMCA is committed to ensuring that it will not discriminate against any individual on the basis of one's disability. The YMCA will make reasonable modifications in policies, practices, or procedures when such modifications are necessary to afford its services and facilities to individuals with disabilities, unless the modifications would fundamentally alter the nature of its services.

The YMCA will not exclude any individual with a disability (or one's association with a person with a disability) from the full and equal enjoyment of its services and facilities, unless the individual poses a direct threat to the health or safety of others that cannot be eliminated by a modification of policies, practices, or procedures or by the provision of auxiliary aids or services.

Request for Accommodation:

It is the responsibility of the member, guest, or participant, or if a minor, their parent/legal guardian, to seek available assistance to make his/her needs known to YMCA staff, and to give adequate time for the YMCA to make reasonable accommodations/modifications.

Public Accommodations include, but are not limited to, the following: furnishing of auxiliary aids, removal or modification of structural barriers, modifications of services (including transportation) or facilities, use of service animals on YMCA property, and modifications to policies, practices, and/or procedures to allow for equal access for individuals with disabilities.

Members, guests, or participants (or a parent/legal guardian) seeking an accommodation/modification must follow the procedures described below:

1. Notify the designated ADA Representative, Keiz Larson, 605-718-9622, keiz@rcymca.org, or designee at YMCA of the request for an accommodation by filling out the **ADA Accommodation Form**.
2. Upon receipt of the **ADA Accommodation Form**, the ADA Representative will schedule a meeting with the individual within five (5) business days to discuss the request for accommodation. The ADA Representative may ask for additional information to evaluate and/or accommodate the request.

3. After an evaluation of the request, an action plan may be developed to establish what, if any, modification/accommodation is available for the individual. Effort will be made to notify the individual of the final outcome within a period of ten (10) working days from the date of the initial meeting with the ADA Representative; however, additional time may be necessary.
4. An individual who is unsatisfied with the determination made by the ADA Representative may file an appeal with the CEO, Keiz Larson, 605-718-9622, keiz@rcymca.org, requesting an independent review of the request for accommodation/modification. Any appeal must be filed within ten (10) working days from the date of the determination made by the ADA Representative.
5. Following a thorough investigation, the individual will receive a written decision within ten (10) working days, or an appropriate date will be given as to when a response should be expected. The CEO may select a committee to hear grievances and make suggestions to him/her for final decisions. The decision of the CEO is final and binding.
6. If you or a member has any questions regarding this policy, please contact the ADA Representative.

REASONABLE ACCOMMODATIONS / MODIFICATIONS IN YMCA YOUTH PROGRAMS

1. YMCA programs welcome all children. The YMCA will provide services to children with special needs in the same manner as services are provided for other children of comparable age, to the extent it is reasonably able to do so.
2. The YMCA has the obligation to ensure the physical and emotional safety of all of the children entrusted to its care. It is essential that all pertinent information about the child's needs be available to staff from the outset of enrollment, and that a continuing bond of trust and mutual partnership exists for the benefit of the child. Therefore, a parent is encouraged to disclose significant medical, physical, or behavioral issues caused by a disability at the time of the child's enrollment and on an ongoing basis. All information provided will be kept as confidential as reasonably possible and used only for the purpose of establishing what, if any, reasonable modification(s) may be provided.

3. The YMCA will consider a request for extra monitoring and supervision as a possible accommodation, to the extent that such additional monitoring or supervision does not result in a fundamental alteration to the nature of the program and to the ability of the YMCA youth program to provide for the safety and well-being of all children.

The fundamental nature of most YMCA programs is that they are group based. Group based care is consistent with YMCA supervision standards for the protection of our participants and staff. For the safety of children in our programs, the YMCA does not generally provide one-to-one assistance as part of its programs. Some exceptions to group programming are mental health, mentoring, and case management programs.

4. Medication and Medical Special Needs

The YMCA programs will administer oral, topical, eye/ear drops/ointments, and nasal medications in accordance with YMCA Medication Administration Policy and Procedures and South Dakota Laws and Regulations.

Medications will only be administered to children with the medical necessity for medication administration during program hours. Medications requiring an injection or suppository will be considered as a possible accommodation on a case by case basis, to the extent that such medication administration does not fundamentally alter the nature of the program, does not put the child or staff at risk, and does not violate any local or state law or regulation.

5. Personal Aide/Assistants

There are instances when a child's personal needs cannot be met in a group care setting through accommodations which are reasonable in policy, practicality, and/or cost, but they can potentially be successfully accommodated with a personal aide or assistant not funded by the YMCA. In those instances, an agreement with the YMCA must be in place prior to such attendance by the personal assistant. The agreement will provide that the personal assistant meets all applicable state standards for the type of services that the personal assistant will provide to the child; that the personal assistant will not be an employee or independent contractor of the YMCA; and the personal assistant will be subject to the overall supervision of the YMCA program while he or she is present at a YMCA program.