



## **Discrimination Policy on the Basis of Disability**

The Boys & Girls Club of the Lower Naugatuck Valley (hereafter "BGCLNV") is committed to making its programs and activities available on a nondiscriminatory basis as required by the Americans with Disabilities Act (ADA).

BGCLNV will not discriminate against any individual on the basis of disability with regard to the full and equal enjoyment of its goods, services, privileges, advantages, and accommodations. BGCLNV will make reasonable accommodations to its programs for children with disabilities, both new applicants and those already enrolled, to permit them to participate in its programs in the most integrated setting possible, unless BGCLNV can demonstrate that making the accommodations would fundamentally alter the nature of its goods and services.

### **Individualized Assessment and Reasonable Modification**

When informed that a child with a disability has applied to participate in one of the BGCLNV programs, BGCLNV will promptly schedule an initial meeting with the child's parent or guardian, and follow-up meetings as needed, to discuss what accommodations (if any) are needed to ensure a safe environment for the child and others. BGCLNV will also provide a written copy of this policy upon request.

When a request for accommodation is made, BGCLNV will individually assess the needs of the child on whose behalf the request is made and will address each request for accommodation on a case-by-case basis. BGCLNV will work with families to provide reasonable accommodations in accordance with this policy and applicable laws and may, to that end, request certain documentation concerning the child's needs. Absent extenuating circumstances, BGCLNV will provide the parent/guardian with a decision on the request for reasonable accommodation within twenty (20) business days of the initial meeting between BGCLNV and the child's parent or guardian.

If an agreement cannot be reached for BGCLNV to provide reasonable accommodations, BGCLNV will notify the parent/guardian, in writing, of the accommodations BGCLNV will provide (if any) and which accommodations it will not provide. Pursuant to the ADA, BGCLNV may choose not to provide accommodation if that accommodation would fundamentally alter the nature of its service, program, or activity.

### **Point of Contact**

If you have any questions about this policy, please contact Shaye Roscoe, Chief Executive Officer at the Boys & Girls Club of the Lower Naugatuck Valley, 203-924-7462 (ext. 102) or [ShayeRoscoe@BGC-LNV.org](mailto:ShayeRoscoe@BGC-LNV.org)