

POLICY ON PROHIBITION OF DISCRIMINATION ON THE BASIS OF DISABILITY

The Hamden/North Haven YMCA is committed to making its programs and activities available to individuals with disabilities as required by the Americans with Disabilities Act (“ADA”).

The Hamden/North Haven YMCA will not discriminate against any individual on the basis of disability in any aspect of its services or programs. The Hamden/North Haven YMCA will make reasonable modifications to its services and programs for children with disabilities, both new applicants and those already enrolled, on a case-by-case basis, to permit them to participate in it’s before- and after-school programs in the most integrated setting possible, unless the Hamden/North Haven YMCA can demonstrate that making the modifications 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 Hamden/North Haven YMCA programs, the Hamden/North Haven YMCA will provide the parent/guardian of that child with a copy of this Policy. The Hamden/North Haven YMCA will also provide a written copy of this Policy upon request.

When a request of a modification is made, the Hamden/North Haven YMCA will individually assess the need of the child on whose behalf the request is made and will address each request of a modification on a case-by-case basis. The Hamden/North Haven YMCA will work with families to provide reasonable modifications in accordance with the Policy and applicable laws and may, to that end, request certain documentation concerning the child’s needs. Absent unusual circumstances, the Hamden/North Haven YMCA will provide the parent/guardian with a decision on the request for a reasonable modification within 5 business days of the request having been made. In any event, a decision will be provided no more than 30 days of when the request was made.

If an agreement cannot be reached for the Hamden/North Haven YMCA to provide reasonable modifications, the Hamden/North Haven YMCA will notify the parent/guardian, in writing, of the modifications the Hamden/North Haven YMCA will provide (if any) and which modifications it will not provide as well as the reason(s) for its decision. Under the ADA, the Hamden/North Haven may choose not to provide a modification if that modification would fundamentally alter the nature of its service, program, or activity.

Point of Contact

If you have any questions about this Policy, please contact Melissa DePino at the Hamden/North Haven YMCA.