

REASONABLE ACCOMMODATIONS

Frederick County Parks and Recreation offers a variety of accommodations to promote and support the participation of individuals with disabilities. Accommodations are provided based on the individual needs and abilities of each participant. Some examples of accommodations include:

- **Use of Companions** – Assistants chosen by a patron with a disability to accompany and support them in their participation. The companion must complete a Volunteer Application and in most cases are not charged a user fee.
- **Inclusion Support Staff** – Staff with special training related to disabilities that are hired and placed in a program to assist an individual (s) with a disability. The inclusion support staff increase the staff to participant supervision ratio at the program, which helps facilitate successful participation. The main purpose of the Inclusion Support Staff is to facilitate the participation of an individual with a disability into a community recreation program of their choice, with their non-disabled peers. The support staff works in cooperation with the activity leader. Their goal is to identify and eliminate (possibly through adaptations) the difference, if any, between activity skill requirements and each individual's abilities.
- **Sign Language Interpreters** – an individual (i.e. staff/volunteer/contractor) who is proficient in American Sign Language who translates words into signs.
- **Accessible Facilities** – Building features that allow participants with disabilities, specifically those who use wheelchairs to access buildings (i.e., accessible parking spaces, ramped entrances, accessible restrooms, widened doorframes, lowered counters, etc.). All new construction as well as any facility renovations MUST meet the Americans with Disabilities Act Architectural Guidelines (ADAAG).
- **Disability and Sensitivity Training** – Training activities conducted with participants and staff that emphasize similarities and minimizes differences, which help to alleviate fear, reduce teasing/attitudinal barriers, and promotes positive participant interactions.
- **Notification to Instructors/Program Directors**- Documentation provided to the program instructor/director by Inclusion Services of pertinent information related to a participant's disability accommodation in an effort to help facilitate successful inclusion

UNREASONABLE ACCOMMODATIONS

According to the American's with Disabilities Act some examples include:

- Changing the nature of the program.
- Altering the minimum eligibility requirement (i.e. a 20 year-old patron with mental retardation/intellectual disability registered for a pre-school program.)
- Causing undue burden/hardship.