



AMERICANS WITH DISABILITIES ACT POLICY

As part of its mission to provide a safe, welcoming, and inclusive environment for all, Big Apple Recreational Sports (“BARS”) complies with the American with Disabilities Act (“ADA”) and has established this policy to ensure that all members of BARS’ staff and leadership team abide by their legal requirements.

Introduction:

Congress passed the ADA in 1990 for the purpose of removing barriers, both physical and otherwise, that persons with disabilities often encounter. The law requires building owners and operators of public accommodations to ensure their premises are accessible to people with disabilities and requires employers and offerors of public services to provide reasonable accommodations to persons with disabilities.

Definitions:

Person with a Disability: A person with a disability is someone who:

- has a physical or mental impairment that substantially limits one or more major life activities,
- has a history or record of such an impairment (such as cancer that is in remission), or
- is perceived by others as having such an impairment (such as a person who has scars from a severe burn).

Reasonable Accommodation: a reasonable accommodation is a modification or adjustment to the environment, or the way things are typically done to remove barriers to participation to persons with disabilities. Employers and providers of public accommodations do not need to provide accommodation if providing such accommodation would cause “undue hardship.”

Undue Hardship: A situation where it is not financially/materially feasible to provide an accommodation, or the accommodation would be too disruptive of operations. Whether providing accommodation would cause undue hardship is evaluated on a case-by-case basis by looking at things such as: the nature of the accommodation, the financial means of the facilities and organizations involved, the type and nature of the organization’s operations, and the impact on operations.

Procedure:

1. The person with a disability must make the request for a reasonable accommodation. Requests should be sent to BARS’ Executive Board via e-mail at



executive-board@bigapplerecsports.com. Requests may only be approved by BARS' Executive Board.

2. Following receipt of a request for reasonable accommodation, if the disability or need for reasonable accommodation is not obvious, BARS may request reasonable documentation.
3. Once need for reasonable accommodation has been established, BARS should engage a dialogue with the person requesting reasonable accommodation to identify appropriate potential accommodations.
4. Once possible accommodations have been identified, BARS will evaluate the relative ease and cost of each measure, and a determination will be made concerning whether any of the proposed accommodations would cause undue hardship and the relative ease and implementation of each proposal. Upon such evaluation, BARS will decide on and provide a reasonable accommodation. Any reasonable accommodation may be selected so long as it is effective. Time is of the essence, so a decision will be made expeditiously.
5. Once BARS has made its decision, the person seeking reasonable accommodation will be notified promptly, and the accommodation will be implemented.