

Americans with Disabilities Act (ADA) Policy

The Library is committed to complying with the Americans with Disabilities Act of 1990 (ADA) to ensure that individuals with disabilities do not encounter discrimination, including intentional exclusion, discriminatory effects, architectural discrimination, and attitudinal or communication barriers. The Library's policy is to maximize the full inclusion and integration of people with disabilities in all Library programs, services, and employment.

- The Library will not discriminate against patrons, employees, or applicants with disabilities. The Library will not discriminate against any qualified employee or applicant in regard to any term or condition of employment because of such person's disability or perceived disability so long as the employee can perform the essential functions of the job.
- The Library will not participate in a contractual arrangement or relationship which would subject qualified applicants, employees, or patrons with disabilities to discrimination prohibited by the ADA.
- The Library will make reasonable accommodation for the known disabilities of any applicant, employee, or patron unless the accommodation poses an undue burden. After a qualified individual requests a reasonable accommodation, the Library will make every appropriate effort to determine and provide a reasonable accommodation.
- The Library welcomes service animals, and service animals are permitted in any area of the Library where members of the public are permitted to go. Trainers are also permitted to accompany service animals in training in the Library. Service animals are defined as dogs that are individually trained to do work or perform tasks for people with disabilities. The work or task that the dog has been trained to provide must be directly related to the person's disability. A service animal may be removed from the premises only if (1) the animal is out of control and the handler does not take effective action to control it, or (2) the animal is not housebroken. When there is a legitimate reason to remove a service animal, staff will offer the person with the disability the opportunity to obtain Library material or services without the animal's presence.
- Groups using the meeting room and presenters are required to meet the requirements of the ADA. The Library offers the facility as a service to community

groups, but has no responsibility for the groups using the room. The Director will investigate any complaint against the Library regarding the ADA.

- The Library will not coerce, intimidate, threaten, harass, or interfere with any individual exercising their rights under the ADA or because the individual aided or encouraged any other individual in the exercise of rights granted or protected by the ADA.

Adopted by the Board of Trustees April 26, 2023