

EAST ISLES RESIDENTS' ASSOCIATION (EIRA)
Americans with Disabilities Act (ADA) Policy

Consistent with EIRA's adopted bylaws and its adopted Conflict of Interest (COI) policy, without intent to replace or void those documents, and consistent with applicable federal, state or local laws governing such matters, this policy is intended to supplement the preceding by expressing EIRA's commitment to strive make its programs, services and activities accessible by ensuring that meetings and events of the organization will be held in a public location that is wheelchair accessible, and reasonable accommodations will be made available upon request.

1. Eligibility for Accommodation & Accessibility. For purposes of determining eligibility for a reasonable accommodation, a person with a disability is one who has a physical or mental impairment that materially or substantially limits one or more major life activities.

A wheelchair accessible location will include handicap accessible parking, and an accessible entrance with no step, or an available ramp or elevator. An accessible route to the meeting or event must be at least three (3) feet wide.

Any qualified person may request an accommodation, such as a sign language interpreter, by contacting EIRA at least five (5) days before a meeting or event. EIRA will seek to provide the most effective available accommodations (which will provide the individual with the opportunity to participate equally, or provide equal benefits or privileges as a non-disabled person) with the understanding that the accommodation does not have to be the best or the accommodation preferred by the disabled individual.

2. Notices. The following notification will be placed in all of EIRA's meeting and event notices:

The East Isles Residents' Association (EIRA) invites and encourages participation by every resident to each program, service and event organized by EIRA. Should you require an accommodation in order for you to fully participate, or if you require this document in a different format, please let us know by contacting us at (612) 743-6882 or coordinator@eastisles.org at least five (5) days before an EIRA sponsored event.

The preceding individualized notice may be dispensed with if a newspaper or other communications medium lists several organizations' meetings and events (or a co-hosted meeting or event) and that communication source or vehicle provides language that conveys a similar message and content which enables a person seeking accommodation to contact an appropriate person to arrange for it in advance.

If EIRA is primarily simply sharing and conveying information about another event, meeting, forum or gathering, of which the main or primary sponsorship lies with another entity, then EIRA need not be responsible for providing accommodation or the notice of accommodation associated with that activity (e.g., a police sponsored safety workshop, an art fair annually arranged for by a business association, a winter ski festival, a school program, a public hearing announcement issued by a city department, etc.).

3. Complaints or Grievances. A complaint or grievance may be filed following the EIRA Complaints & Grievance Policy, available by request by contacting (612) 743-6882 or coordinator@eastisles.org or online at www.eastisles.org

Complaints may be filed by contacting EIRA at (612) 743-6882 or coordinator@eastisles.org, or by sending a letter via the U.S. Postal Service to EIRA at: EIRA 2751 Hennepin Avenue So., #294, Minneapolis, MN 55408.

Alternatively, complaints relating to disability matters may be filed by contacting the Minneapolis Neighborhood and Community Relations Department at (612) 673-2162 or ahmed.muhumud@minneapolismn.gov, however, EIRA does not bear any responsibility for obsolete contact information stemming from changes involving City of Minneapolis personnel or City departments.

4. Employment Policy

EIRA is committed to the fair and equal employment of people with disabilities. Reasonable accommodation is the key to this non-discrimination policy. While many individuals with disabilities can work without accommodation, other qualified applicants and employees face barriers to employment without the accommodation process.

It is EIRA's policy to reasonably accommodate qualified individuals with disabilities unless the accommodation would impose an undue hardship. In accordance with the Minnesota Human Rights Act and the Americans with Disabilities Act, accommodations are directly related to performing the essential functions of a job, competing for a job, or to enjoy equal benefits and privileges of employment. This policy applies to all applicants, employees, and employees seeking promotional opportunities.

See also: EIRA's Equal Employment Policy, available by request by contacting (612)743-6882 or coordinator@eastisles.org or online at www.eastisles.org

5. Reasonable accommodation

A reasonable accommodation is a modification or adjustment to a job, an employment practice, or the work environment that makes it possible for a qualified individual with a disability to enjoy an equal employment opportunity.

Examples of accommodations may include acquiring or modifying equipment or devices; modifying training materials; making facilities readily accessible; modifying work schedules; and reassignment to a vacant position.

6. Publication and Acknowledgement

This policy will be distributed to all EIRA BOD members and alternates, committee members, and EIRA appointees, and to any person requesting a copy of the policy. The policy will be made available on any web site that EIRA may develop, and will be published from time to time in any newsletter that EIRA

may develop.

Any amendment(s) to this policy should be attached, indicate the date of amendment(s) adopted by the EIRA BOD, contain the signature of the then current EIRA President at the time of amendment(s) adoption, and a Witness signature.

Original Policy Adopted by EIRA Board on: July 10, 2012

Signed by EIRA President (Andrew Degerstrom): _____

Witnessed by EIRA staff person (John Louis): _____