

POLICY: AMERICANS WITH DISABILITIES ACT (ADA) POLICY**Approved: September 28, 2021**

In compliance with the Americans with Disabilities Act (ADA) it is the policy of the Webster County Library (WCL), that no qualified individual with a disability shall, by reason of such disability, be excluded from participation in or be denied the benefits of the services, programs, or activities of WCL, or be subjected to discrimination by WCL. It is the responsibility of the library Director and designated library staff to ensure that this policy is implemented in all WCL operations. This policy is neither exhaustive nor exclusive.

As a public entity, it is WCL's priority and policy to provide accessibility to its services, programs, and activities. A list of ADA requirements for public entities includes, but is not limited to:

- 1) A public entity cannot refuse to allow a qualified individual with a disability to participate in a service, program, or activity simply because the person has a disability.
- 2) A public entity must provide programs and services in an integrated setting, unless separate or different measures are necessary to ensure equal opportunity.
- 3) A public entity must eliminate unnecessary eligibility standards or rules that deny individuals with disabilities an equal opportunity to enjoy their services, programs, or activities unless "necessary" for the provision of the service, program, or activity.
- 4) A public entity is required to make reasonable modifications in policies, practices, and procedures that deny equal access to individuals with disabilities, unless a fundamental alteration in the program would result.
- 5) A public entity must furnish appropriate auxiliary aids and services when necessary to provide individuals with disabilities an equal opportunity to participate in and enjoy the benefits of a service, program, or activity of the entity, unless an undue financial or administrative burden or fundamental alteration of a program, service or activity would result.
- 6) A public entity may not place special charges on individuals with disabilities to cover the costs of measures necessary to ensure nondiscriminatory accessibility or providing qualified interpreters.
- 7) A public entity shall operate its programs so that, when viewed in their entirety, they are readily accessible and usable by individuals with disabilities. Every effort will be made to make services, programs, and activities accessible to persons with disabilities.

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Requests for accommodation by members of the public may be made verbally, by email or other written means to any WCL staff member.