



# SUMMER YOUTH PROGRAM

## ADA POLICY

### PURPOSE

This policy affirms the Town of New Lebanon's (hereinafter referred to as the "Town") commitment to providing equal access and opportunity to qualified individuals with disabilities in all programs, services, and activities pursuant to Title II and III of the Americans with Disabilities Act of 1990.

### POLICY

The Town is committed to providing equal opportunity and reasonable accommodations to employees with disabilities as provided for under The Americans with Disabilities Act. Pursuant to Title 42 U.S.C. § 12182, the Town prohibits discrimination against disabled persons and is required to provide reasonable accommodations unless doing so would fundamentally alter the nature of the program or services, or otherwise cause an undue burden on the Program.

It is the obligation of the parent and/or guardian of the child(ren) participating in the Summer Youth Program to notify the Town in writing by June 10, 2023, of any pre-existing mental, physical, or behavioral disabilities requiring reasonable accommodations. Failure to provide the Town with notice shall not bar registration and/or participation in the Summer Youth Program, however the Program shall be unable to fulfill accommodations requested after June 26, 2023. See Town's ADA Procedures for additional guidance.

### DEFINITIONS

#### 1. Disability

The term "disability" means, with respect to an individual –

- A. A physical or mental impairment that substantially limits one or more major life activities of such individual;
- B. A record of such an impairment; or
- C. Being regarded as having such an impairment (as described below)

## 2. **Major life Activities**

For purposes of Section III, subsection 1(A) of this policy, “major life activities” shall include, but not be limited to:

- A. **In general.** Caring for oneself, performing manual tasks, seeing, hearing, eating, sleeping, walking, standing, lifting, bending, speaking, breathing, learning, reading, concentrating, thinking, communicating, and working.
- B. **Major bodily functions.** The operation of major bodily functions, functions of the immune system, normal cell growth, digestive, bowel, bladder, neurological, brain, respiratory, circulatory, endocrine, and reproductive functions.

## 3. **Impairment**

For Purposes of Section III, subsection 1(A) of this policy, an impairment that substantially limits one major life activity need not limit other major life activities in order to be considered a disability. Impairment that is episodic or in remission is a disability if it would substantially limit a major life activity when active.

For purposes of Section III, subsection 1(C) of this policy, an individual meets the requirement of “being regarded as having such an impairment” if the individual establishes that he or she has been subjected to an action prohibited by the ADA because of an actual or perceived physical or mental impairment whether or not the impairment limits or is perceived to limit a major life activity.

Section III, subsection 1(C) shall not apply to impairments that are transitory and minor. A transitory impairment is an impairment with an actual or expected duration of 6 months or less.