

Columbia Park Neighborhood Association (CPNA) ADA Policy (enacted 11-21-2016)

1. Participation

The Columbia Park Neighborhood Association is committed to making all its programs, services and activities accessible. 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.

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 3 feet wide.

Any qualified person may request an accommodation, such as a sign language interpreter, by contacting the CPNA at least 5 days before a meeting or event. The CPNA 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.

The following notification will be placed in all meeting and event notices of the Columbia Park Neighborhood Association:

The Columbia Park Neighborhood Association invites and encourages participation by every resident to each program, service and event organized by CPNA. 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) 390-3735 or contact@columbiapark.org at least five days before our event. You may contact us through Minnesota Relay Services at 1-800-627-3529 or by dialing 7-1-1.

(resource: <http://mn.gov/commerce/consumers/Minnesota-Relay-Users/Make-Receive-Calls.jsp>)

Complaints may be filed by calling CPNA at (612) 390-3735, or contact David Rubedor, the ADA Title II Coordinator, 612-673-3129 or by email at ncr@minneapolismn.gov. A grievance may be filed following the CPNA Grievance policy, available by request by calling (612) 390-3735 or emailing to contact@columbiapark.org.

2. Employment Policy

(source: <http://www.mmb.state.mn.us/policy>)

The Columbia Park Neighborhood Association 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 the policy of the Columbia Park Neighborhood Association 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 will be provided to qualified individuals with disabilities when such 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.

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.