



## **ACCESSIBILITY PLAN – ACCESS FOR LANGUAGE AND ACCOMMODATIONS FOR PERSONS WITH DISABILITIES**

### **PURPOSE**

Tomorrow's Rainbow makes every effort possible to accommodate individuals with disabilities as described by the ADA. Tomorrow's Rainbow provides accessible services to clients and staff Tomorrow's Rainbow that includes access, language, and accommodations including deaf and hard of hearing accommodations in accordance with ADA compliance.

### **POLICY**

It is the policy of Tomorrow's Rainbow to provide its programs and services in as "user friendly" a manner as possible and in locations which are accessible to the broadest range of the populace and with additional regard for potential limitations of disability for those accessing or providing services. As such, Tomorrow's Rainbow maintains its administrative and program offices in sites which are accessible by public transportation. The Agency assures that facilities meet Americans with Disabilities Act of 1990, 42 U.S.C 12131, as implemented by 28 C.F.R. Part 35 (commonly referred to as ADA) compliance rules for access and for use (e.g. Rehabilitation Act of 1973, 29 U.S. C.794, as implemented by 45 C.F.R. Part 84 (commonly referred to as Section 504). Tomorrow's Rainbow, whenever possible, engages staff, volunteers and/or contractors whose language capabilities coincide with needs of persons served.

### **PROCEDURE**

#### **SINGLE-POINT-OF-CONTACT:**

Tomorrow's Rainbow establishes a Single-Point-of-Contact (SPOC) to assure effective communication with deaf or hard of hearing clients or companions in accordance with Section 504 and the ADA. Through attestation in writing, employees are aware of the requirements, roles and responsibilities of Section 504 and ADA. Tomorrow's Rainbow provides written confirmation of attestation in employee personnel files. It provides notices that offer information about the availability of auxiliary aids and services at no cost to deaf and hard of hearing clients and posts the same in areas visible to the public.

In the absence of an alternate designation, the Executive Director/CEO serves as the SPOC.

#### **DOCUMENTATION:**

Tomorrow's Rainbow documents the client's or companion's preferred method of communication

and any requested auxiliary aids/services provided in the client's records along with any documentation and supporting justification if any request is not honored.

For clients referred to other agencies, the receiving agency is apprised of the client's preferred method of communication and any requested auxiliary aids/services needs.

As an Agency serving persons with mental health challenges and the general public, Tomorrow's Rainbow is in compliance with the directives of the Americans with Disabilities Act. Tomorrow's Rainbow operations and programs make reasonable accommodations to person with mental disabilities and also to those with other disabilities who choose to participate in Tomorrow's Rainbow programs.

As a part of the Agency response to accommodate such needs, Tomorrow's Rainbow may request reasonable prior notice so that volunteers or contracted personnel can be solicited to provide for individual needs of participants.

**LANGUAGE:** The Agency provides services that are comprehensible to non-English speakers and persons who require accommodations for hearing or visual limitations.

**COMPREHENSIVE POLICY:** Considerations of accessibility applies to Tomorrow's Rainbow personnel and to clients who are served directly by the Agency.