

# Physical, Medical, and Developmental Disabilities

## ADA Compliance

The AAUW Tech Trek program complies with all provisions of the Americans with Disabilities Act of 1990 and will provide, upon request, reasonable accommodations to qualified individuals with a disability.

According to the Americans With Disabilities Act (ADA), a disability is 1) a physical or mental impairment that substantially limits one or more of the major life activities of the individual; 2) a record of such an impairment; or 3) being regarded as having such an impairment. Please see Appendix A for the full Tech Trek Americans with Disability Act Accommodation Policy.

### To plan for an inclusive camp:

#### *1. Choose an accessible location.*

Make sure that camp has ADA-compliant parking, entrances, restrooms, lighting, and other requirements. Many potential locations are required to be accessible to people with disabilities, including schools, community centers, and hotels. Consult the Disability Services office at the host campus for more information for on-campus resources.

Make sure that your event spaces are accessible to campers who have difficulty walking or who use wheelchairs or other mobility devices. Take note of whether there are stairs, ramps, or elevators and consider how spaces would be accessed for individuals with physical or visual impairments. Additionally, consider the distance and route that campers will need to travel between the parking lot, meeting rooms, restrooms, cafeteria or restaurant, and dorms. Far distances may pose a challenge for some campers. Label accessibility routes and assign members to direct and assist participants at key points along the route, as necessary.

You will need to assess whether your location is easily accessible by public transit. If not, you will need to devise a plan for campers to arrive safely and communicate it to them as soon as possible.

When setting up spaces, consider how room setup will affect the ability of members with disabilities to navigate the space. Understand the logistics of the room. Whether you are setting up roundtables or theater-style seating, make sure that aisles are wide enough for the easy passage of someone using a mobility device. If you are planning to break participants into groups or move to another part of the room for any purpose, consider whether there will be clear pathways for members to do so. Also make sure that people with mobility devices can easily access the necessary areas of the room.

#### *2. Communicate your commitment to ADA standards*

**Let campers know that your meeting locations and programs are accessible in your advertising.**

**AAUW's ADA policy must be included in the application packet and materials provided after acceptance to the camp. Please see Appendix A for the full policy.**

During the pre-camp registration process, ask participants to indicate accessibility and/or dietary requirements. **This should not be discussed during the interview process, nor should this be a consideration in whether to accept a student for the camp.**

3. *Confirm the details before the event*

In the days before the event, call the college/university/field trip destination to make sure all accommodations are working. If accessibility accommodations are not working, work with venue staff to come up with an alternative plan, such as directing attendees to a different entrance or renting installable ramps.

4. *Collaborate with the requestor*

If you have any questions about accommodations, follow up with the requestors for more information. Work with them to make sure their needs are met, and keep them informed as accommodations are put into place. If participants have disclosed disabilities to you, you may also want to reach out to an organization that supports individuals with those disabilities to get specific tips on how to make your event accessible.

5. *Prepare accessible formats of content*

Your state disability commission or local library, as well as the host campus Disability Services office, can help you identify the appropriate resources for creating accessible formats as necessary. For more information on providing aids and services for participants, [Lighthouse Guild](#) is a great resource. You can find additional resources on the [U.S. Department of Labor website](#).

*Participants with visual disabilities*

You may need to provide accessible formats for written information, such as Braille materials, audio recordings, digital copies, or large-print materials. Work with participants in advance so that you can find out which format they prefer and give them extra time to review written materials if needed.

*Participants with hearing disabilities*

You may need to provide accessible formats for spoken information, such as certified interpreters; real-time, open, or closed captioning; written materials; a note taker; or assistive listening devices. Work with participants to determine what type of assistance is required. For example, some people with hearing disabilities may require a sign language interpreter while others read lips or can hear if they sit near the speaker or use a sound amplification device.

## Medical Conditions and Developmental Disorders

AAUW Tech Trek camps are inclusive environments, focused on providing access and opportunity to all students who identify as female. Camps will work to accommodate all learners, regardless of disability or developmental disorder. Developmental Disorders are defined by the most current Diagnostic and Statistical Manual (DSM). Organizing Affiliates and Camp Directors are responsible for staying current on the guidelines in this manual. For more information, visit the DSM website (<https://www.psychiatry.org/psychiatrists/practice/dsm>).

## Reasonable Accommodation

Accommodations are wide-ranging and necessary to minimize the functional limitations of the individual with a disability or developmental disorder with regards to participation in programs or employment with the AAUW. "Reasonable accommodation" is considered to be those accommodations that are readily achievable and do not pose an undue hardship on the organization or do not alter the fundamental purpose or intent of the service.

AAUW Tech Trek may impose legitimate safety requirements necessary for the safe operation of its services, programs, or activities. However, AAUW Organizing Affiliates and Camp Directors must ensure that its safety requirements are based on real risks, not on speculation, stereotypes, or generalizations about individuals with disabilities.

AAUW Tech Trek may restrict attendance or deny attendance if an individual's disability causes or potentially causes a direct threat to the health or safety of others. A direct threat is a significant risk to the health or safety of others that cannot be eliminated or reduced to an acceptable level by modification of policies, practices, or procedures, or by the provision of auxiliary aids or services.

It is the responsibility of the Camp Director(s) and Organizing Affiliates to collaborate with families, teachers and campus staff to coordinate and define reasonable accommodations for students with additional needs. Camp Directors and Organizing Affiliates should understand what/if any accommodations are made for the student during the regular school year. Campus limitations and capabilities should be assessed to establish whether similar accommodations can be made at your individual site.