



# Americans with Disabilities Act (ADA) Annual Training Module for Tech Trek Camps

# Disability Definition

## “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.





## Is an impairment a disability?

- To rise to the level of a disability, an **impairment must substantially limit one or more major life activities.**
- Major life activities include such activities as caring for one's self, performing manual tasks, walking, seeing, hearing, speaking, breathing, learning, and working.
- The major life activities limited by mental impairments differ from person to person. For some people, mental impairments restrict major life activities such as learning, thinking, or communicating.



# Reasonable Accommodation



"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

# General Guidelines



- It is the responsibility of the camper and family to disclose any disability and accommodations which may be needed. Camp staff that has the initial contact with a participant must provide the support that is requested in a reasonable length of time.
- \*\*\* It is the responsibility of the disabled camp participant to seek available assistance, to make his/her needs known to AAUW staff, and to give adequate time for AAUW staff to make reasonable accommodations.

# Health & Safety Considerations



- AAUW may impose legitimate safety requirements necessary for the safe operation of its services, programs, or activities.
- AAUW must ensure that its safety requirements are based on real risks, not on speculation, stereotypes, or generalizations about individuals with disabilities.
- AAUW 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.

# Determination of a direct threat to the health or safety of others

Must be based on an individualized assessment that relies on current medical evidence, or on the best available objective evidence, to assess:

1. The nature, duration, and severity of the risk;
2. The probability that the potential injury will actually occur; and,
3. Whether reasonable modifications of policies, practices, or procedures will mitigate or eliminate the risk.



AAUW welcomes all nominated campers as well as camp staff/volunteer participants in its program; expects individuals to comply with the Code of Conduct.

# Additional ADA

## Information for Tech Trek Camps



- Procedures if a request for accommodation is made
- Procedure for Appeals and Grievances
- Camp Directors are required to communicate to the AAUW State President any disciplinary action prior to sending any camper home/out of the program