**Orangecrest JAAF Football and Cheer**

**Policy for Ensuring Effective Communications with Individuals with Disabilities**

It is the policy of Orangecrest JAAF Football and Cheer not to discriminate against any individual on the basis of disability in the full and equal enjoyment of its goods, services, facilities, privileges, advantages, or accommodations, including Orangecrest’s training programs and events sponsored, organized, or hosted by Orangecrest that are open to the general public.

Accordingly, Orangecrest will ensure that communications with individuals with disabilities are as effective as communications with individuals without disabilities, consistent with the requirements of Title III of the Americans with Disabilities Act (ADA), 42 U.S.C. §§ 12181–12189, and the regulation implementing Title III, 28 C.F.R. Part 36. To meet this obligation, Orangecrest will provide, free of charge, appropriate auxiliary aids and services, whenever necessary, to ensure that individuals with disabilities have an equal opportunity to participate in and benefit Orangecrest’s goods, services, facilities, privileges, advantages, and accommodations unless Orangecrest can demonstrate that taking those steps would fundamentally alter the nature of the goods, services, facilities, privileges, advantages, or accommodations being offered or would result in an undue burden, i.e., significant difficulty or expense. To the extent the provision of a particular auxiliary aid or service by Orangecrest would result in a fundamental alteration or an undue burden, Orangecrest shall provide an alternative auxiliary aid or service, if one exists, that would not result in an fundamental alteration or undue burden but would nevertheless ensure that, to the maximum extent possible, individuals with disabilities receive the goods, services, facilities, privileges, advantages, or accommodations offered by the public accommodation. 28 C.F.R. §§ 36.301(c), 36.303. This policy applies to all members of the public, including students and volunteer coaches who interact with Orangecrest.

Appropriate auxiliary aids and services include a wide variety of equipment, materials, and services that may be necessary to ensure effective communication for people with disabilities. 28 C.F.R. § 36.303.

1. **Appropriate Auxiliary Aids and Services**

Appropriate auxiliary aids and services include a wide variety of equipment, materials, and services that may be necessary to ensure effective communication for people with disabilities. 28 C.F.R. § 36.303.

* **For people who are deaf, are hard of hearing, or have speech impairments**, appropriate auxiliary aids include, but are not limited to, qualified oral/sign language interpreters (including on-site and video remote interpreting (VRI) services), written notes, notetakers, and amplified and hearing-aid-compatible telephones, and other effective methods of making information or materials delivered using sound available to individuals who are deaf or hard of hearing.
* **Qualified interpreters.** The term “qualified interpreter” includes “sign language interpreters,” “oral interpreters,” or other “interpreters” who, via video remote interpreting (VRI) service or an on-site appearance, are able to interpret competently, accurately, and impartially, both receptively and expressively, using any specialized terminology necessary for effective communication with an individual who is deaf or hard of hearing or who has a speech impairment, given that individual’s language skills and education. Not all interpreters are qualified to interpret in all situations. For example, an interpreter who is qualified to interpret using American Sign Language (ASL) is not necessarily qualified to interpret orally. Also, someone who has only a rudimentary familiarity with sign language or finger spelling is not a “qualified sign language interpreter.” Likewise, someone who is fluent in sign language but who does not possess the ability to interpret specialized terminology, process spoken communication into the proper signs, or observe someone signing and translate their signed or finger-spelled communication into spoken words is not a qualified sign language interpreter. 28 C.F.R. §§ 36.104, 36.303(b). Although an interpreter may be certified, a certified interpreter is not necessarily “qualified.” Similarly, certification is not required in order for an interpreter to be “qualified.”
* **Determining which auxiliary aids and services are appropriate.** In determining which types of auxiliary aids and services to provide, Orangecrest will consult the requesting individual with a disability to determine what type of auxiliary aid is needed to ensure effective communication.

1. **Requests for Auxiliary Aids and Services**

Whenever possible, requests for auxiliary aids and services should be directed to,Allyson Gonzales, Orangecrest Wolves Secretary, at 951-850-1235 or ocwsecretary@gmail.com. Requests can be made by an individual with a disability who needs the auxiliary aids or services or by someone acting on that individual’s behalf. When Allyson Gonzales is not available to receive a request, the request may be directed to Marlana McSkimming. Requests can be made either in writing or orally. Requests should be made in advance, whenever possible, in order to better enable Orangecrest to address the communication needs of the individual. However, Orangecrest will address all requests for auxiliary aids and services promptly and in accordance with ADA requirements.

* **Interviews and meetings.** For all interviews, meetings or similar organizational events, Orangecrest shall provide, at its own expense, a qualified interpreter for any individual who is deaf or hard of hearing, provided that the individual notifies Orangecrest at least seven days before the event of a request for a qualified interpreter.
* **Individualized assessments.** Orangecrest shall make individualized determinations regarding requests for auxiliary aids or services based on the specific facts of each request and shall not apply a general prohibition against providing particular types of modifications, auxiliary aids or services.
* **Orangecrest will respond to requests for auxiliary aids and services promptly.** Upon receipt of notification that any auxiliary aids and services will be necessary, Orangecrest will confer with the individual with the disability to ascertain the individual’s needs. Orangecrest will respond promptly (i.e. within seven days) to all requests for auxiliary aids and services to ensure that individuals with disabilities have a full and equal opportunity to participate in, and benefit from the goods, services, facilities, privileges, advantages, or accommodations offered by Orangecrest. Orangecrest will neither request nor require documentation of disability.
* **Responding to requests for auxiliary aids and services.** In response to individual’s request, Orangecrest may:
  + Grant the request;
  + Make a narrowly tailored request for more information about the request and, within three days after receiving the information, grant or deny the request; or
  + Deny the request upon establishing that offering the particular auxiliary aid or service would fundamentally alter the course or would result in an undue burden.

Orangecrest will document each reason why additional information is needed and/or each reason for a denial of a request.

1. **Orangecrest Shall Not Require Individuals to Bring Their Own Interpreters**

People with disabilities, including students and volunteer coaches, must not be asked to bring other individuals to interpret for them.

1. **Nonretaliation**

Orangecrest will not retaliate against or coerce in any way any person who made, or is making, a complaint according to the provisions of this Agreement or exercised, or is exercising, his or her rights under this Agreement or the ADA.