Americans with Disabilities Non-Discrimination Policy

Purpose

This policy ensures the NET RMA compliance with the requirements of Title II of the Americans with Disabilities Act (ADA), which guarantees equal opportunity for individuals with disabilities in public accommodations, employment, transportation, state and local government services, and telecommunications. As a recipient of federal financial assistance, the NET RMA is also subject to Section 504 of the Rehabilitation Act of 1973 (Section 504). This policy is intended to attain compliance with these important requirements.

Employment Practices

Equal employment opportunity is a fundamental principle of the NET RMA. As an equal opportunity employer, the NET RMA is committed to recruiting, hiring, promoting, and administering all human resource actions in a nondiscriminatory manner and in compliance with all applicable laws and regulations.

The NET RMA will not discriminate against a qualified individual with a disability because of the disability of such a person in job application procedures, hiring, advancement, discharge, compensation, job training, or other terms, conditions, and privileges of employment.

In addition, the NET RMA will make a reasonable accommodation for the known and/or documented physical or mental limitations of an otherwise qualified individual who is an applicant or an employee, unless the accommodation imposes an undue hardship on the operations of the NET RMA or creates a safety issue. A qualified individual with a disability is an individual with a disability who, with or without reasonable accommodations, can perform the essential functions of the position that such individual holds or desires.

No criterion shall be included in employee tests or other selection criteria that would discriminate against an individual with a disability unless such criteria are job-related. As such, any employment test will accurately reflect the skills or aptitude necessary to perform the job. No medical examinations or psychological tests will be given before a conditional offer of employment is made. Reasonable accommodation shall be made for otherwise qualified candidates to enable that candidate to perform the job unless it imposes an undue hardship on the NET RMA. Standard methods will be used in determining reasonable accommodation and undue hardship.

Reasonable Accommodation to People with Disabilities

The ADA prohibits a state or local government from denying services or benefits on specified discriminatory grounds. The ADA mandates an equal opportunity to participate in and benefit from a public entity's services, programs, and activities. All the activities of state and local governmental

bodies are covered by the ADA, including but not limited to their public meetings, public transportation facilities, public rights-of-way, and any other facilities operated by the public entity.

Governmental bodies subject to the Act must ensure that their meetings and other communications comply with the ADA. State and local governments may not refuse to allow a person with a disability to participate in a service or program, or refuse to furnish auxiliary aids (including TTD/TTY), when necessary, to ensure effective communication, unless an undue burden or fundamental alteration would result. Public entities must operate their programs so that they are readily accessible to, and usable by, individuals with disabilities.

A public entity must also offer program accessibility, which means it may not deny the benefits of its programs, activities, and services to individuals with disabilities because its facilities are inaccessible.

NET RMA Responsibilities

The Executive Director or his or her designee shall designate an ADA/Section 504 Coordinator by name. The coordinator's name and contact information will be posted on the NET RMA's website and all related materials. The ADA Coordinator shall ensure compliance with this ADA policy and ensure that each service, program, and activity, when viewed in its entirety, is readily accessible to, and usable by, individuals with disabilities.

The ADA requires that all programs and facilities be evaluated for ADA compliance. In addition, the NET RMA shall provide a grievance procedure for the resolution of an ADA complaint. The coordinator shall be responsible for reviewing and monitoring compliance with the ADA and these complaints.