

# **LIBRARY ACCESS FOR IMPAIRED PATRONS**

**Approved by the Board of Trustees on 4-18-24**

The South Country Library is committed to complying with the Americans with Disabilities Act (ADA) to ensure that individuals with impairments do not encounter discrimination, including intentional exclusion, discriminatory effects, architectural discrimination, and attitudinal or communication barriers. The library's policy is to maximize the full inclusion and integration of people with impairments in all library programs, services, and employment.

The library will make reasonable accommodation for the known disabilities of any applicant, employee, or patron unless the accommodation poses an undue burden. After a qualified individual requests a reasonable accommodation, the library will make every appropriate effort to determine and provide a reasonable accommodation.

It is the library's policy not to discriminate against any qualified employee or applicant in regard to any term or condition of employment because of such person's disability or perceived disability so long as the employee can perform the essential functions of the job.

Anyone who feels that they have been discriminated against because of a disability may file a verbal or written grievance with the Director or Board President at any time. All grievances will be responded to in writing within 14 days of receiving them.

## **Website Accessibility**

As South Country Library strives to make its building, collections, programs and services accessible to all, regardless of disability, this includes our website. The library makes every attempt to follow the Web Accessibility Initiative from the World Wide Web Consortium (W3C). This includes alternative tags for images, fonts that are readable, information and navigation offered in different formats and an installed program that makes the site more accessible with easy speech, reading and translation tools.

Every effort has been made to make this website accessible to everyone but if something has been missed, please notify us immediately.