



River Valley Child Development Services Policy

Reasonable Accommodations/Accessibility		
Dates Reviewed:	Dates Revised:	Dates Approved by BOD: 8/18/2022
Effective Date: 9/18/2022		

1. Policy Statement:

River Valley Child Development Services (RVCDS) prohibits discrimination against qualified individuals in all business practices. RVCDS is committed to providing reasonable accommodations for eligible employees, applicants, clients and vendors.

2. Purpose for Policy:

To establish a clear and comprehensive prohibition of discrimination and a process to ensure strategies for accessibility and reasonable accommodations are in place for employees, applicants, clients and vendors.

3. Policy Applies to:

- ✓ Employees
- ✓ Board of Directors
- ✓ Vendors that Receive Reimbursement
- ✓ Clients Utilizing Agency Services

4. Related Agency Policies:

Affirmative Action/Equal Opportunity Policy
Confidentiality Policy

5. Related Forms:

Medical Certification for ADA Eligibility
Reasonable Accommodation Request Form

6. Resources:

The Americans with Disabilities Act of 1990
The Americans with Disabilities Act Amendments Act of 2008
The Rehabilitation Act of 1973 (Section 504)
The Rehabilitation Act of 1973 (Section 503)
Genetic Information Nondiscrimination Act of 2008 (GINA)
WV Human Rights Act
Title VII of the Civil Rights Act of 1964
Equal Employment Opportunity Commission
Pregnant Workers' Fairness Act (WV Code §5-11B-2)

7. Policy Compliance:



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Employees not in compliance with this policy will be subject to discipline, up to and including termination.