



To: WSPTA Members
From: WSPTA Staff
Date: October 19, 2007
Re: WSPTA Disability Compliance

Over the past few months, the WSPTA staff has researched disability regulations and our association's compliance. Staff met with representatives from TACID (Tacoma Area Coalition of Individuals with Disabilities). They were very helpful in providing us with recommended facilities accommodations for individuals with physical disabilities.

We found the State PTA office to be fully compliant with these recommendations. Our rooms (including our downstairs meeting room but excluding our upstairs room) are all wheelchair accessible. Our doorways and hallways all exceed the space recommendations from TACID. We have a handicapped parking area and an access ramp into the building.

Our upstairs meeting room is not wheelchair accessible. In the past, the construction of an elevator was considered but rejected due prohibitive costs. The staff also spoke with the Washington State Human Rights Commission regarding disability accommodations. They stressed that large remodeling or repair projects (such as an elevator) would be considered "undue hardship" because it would be "overly costly, far-reaching, sizeable or disruptive."

WSPTA will always accommodate any reasonable request relating to disabilities that does not cause undue financial hardship to the organization. This is the essence of most disability requirements. At past PTA events, we have received requests for single hotel rooms due to disability (at events where WSPTA provides double-occupancy rooming). According to the Washington State Human Rights Coalition, the only medical condition that would require a single hotel room would be a person being quarantined due to a severe communicable disease (such as tuberculosis). However, the staff views such a request for a single hotel room as reasonable if requested due to a disability. This would not cause an undue financial hardship on the association. On all WSPTA registration forms we ask if members have any special needs or need special accommodations. We will honor all reasonable requests.

We also have disability provisions in our Employee Policies:

***Individuals with disabilities:** WSPTA is committed to complying fully with the Americans with Disabilities Act ("ADA") and applicable state and local law and ensuring equal opportunity employment for persons with disabilities. Therefore, the Association will make every reasonable effort to accommodate individuals with disabilities, as defined under applicable laws. Depending on the circumstances, reasonable accommodation may include, but is not limited to, providing applications in alternative, accessible formats, providing assistance in completing applications, restructuring job duties and functions, reassigning qualified Employees to vacant positions, providing physical aids, and granting leaves of absence. WSPTA will make reasonable accommodations that can be accomplished without undue hardship to the Association.*

Overall, Washington State PTA acts in full compliance (and exceeds compliance requirements) with regard to all disability regulations.