



# WSBA

WASHINGTON STATE BAR ASSOCIATION

## **WSBA ACCESSIBILITY POLICY**

(As Approved by the WSBA Board of Governors on September 15, 2006)

### **Preamble**

In 2006, the WSBA established a policy on accessibility to all WSBA services, programs, events, and facilities including section and committee meetings for persons with disabilities.

### **Policy**

WSBA policy is to fully comply with the Americans with Disabilities Act ("ADA") and the Washington State law against discrimination, to provide WSBA services, programs and events, and to use facilities that are accessible to persons with disabilities. The WSBA commits to making reasonable accommodation to encourage full participation in WSBA governance, services, programs and events. Such reasonable accommodation may include sign language interpretation, sound enhancement, or other accommodations requested by persons with disabilities.

1. The WSBA designates the Director of Human Resources, or his/her designee, in accordance with ADA 28 C.F.R. section 35.107, with the responsibility for coordinating WSBA's compliance with the ADA and assuring accommodation for those participating in WSBA services, programs and events. This staff member, ensuring ADA compliance, will have the necessary training and access to outside expertise, when needed, to assure full implementation of this policy. WSBA compliance contact information shall be made available on the WSBA web site and on all WSBA materials, publications and brochures.
2. WSBA shall adopt and publish procedures providing for prompt and equitable resolution of complaints alleging any action that would be prohibited by the ADA.
3. The WSBA will maintain a list of facilities with suitable accommodations for persons with disabilities, as well as accommodation services. In addition, the WSBA will maintain an ongoing procedure for staff to evaluate accommodation services by each facility used by the WSBA.

4. All WSBA programs, services, and event announcements/brochures will contain the phrase “The WSBA is committed to full access by persons with disabilities to this event [or program or service]. If you require accommodation for this event [or program or service], please contact XXX.”
5. Technology is included within the scope of this policy. The WSBA is committed to having the maximally feasible accessibility to its website for persons with disabilities.
6. An Accommodation Fund and Procedures policy has been created to respond and fund reasonable accommodation requests.