

ADA Accommodation Policy (Public Program Access)

Purpose: Kids 4 Good is committed to providing equal access to children with disabilities and their families.

Scope: This policy applies to all Kids 4 Good locations and programs open to the public.

1. **Requesting an accommodation**

A parent/guardian may request a reasonable modification to policies, practices, or procedures to support a child with a disability. Requests may be made in person, by phone, email, or message.

2. **Interactive review**

We will discuss the request with the family to understand the child's needs and identify a reasonable modification that allows participation while preserving program safety and mission.

3. **Examples of common accommodations (non-exhaustive)**

- Scheduling at less busy times
- Extra time to complete a visit
- A staff: one on one shopping experience
- Use of visual supports / simplified instructions
- Short "reset breaks" as needed
- Parents can provide instructions for shopping with staff

4. **Limits**

We may deny a requested modification only if it would (a) fundamentally alter the nature of the program, or (b) create a safety risk that cannot be reduced with reasonable steps.

All safety rules apply to everyone; accommodations are designed to support compliance, not waive essential safety requirements.

5. **Documentation**

We generally do not require medical documentation for common requests. If a request is unusual or unclear, we may ask limited questions necessary to understand the accommodation need.

- ADA Coordinator: Addison Hearnin
- Email: addison@4goodcommunity.org
- Concerns may also be escalated to: Kyle@4goodcommunity.org

6. **Non-retaliation**

Kids 4 Good will not retaliate against any person for requesting an accommodation or raising a concern.