

## Reasonable Accommodations for Individuals with Disabilities

In accordance with the requirements of Section 504 of the Rehabilitation Act of 1973 ("Section 504"), the Munhall Central Volunteer Fire and Rescue, Inc will not discriminate against qualified individuals with disabilities on the basis of disability. The Munhall Central Volunteer Fire and Rescue, Inc is committed to providing individuals with disabilities an equal opportunity to participate in and benefit from Munhall Central Volunteer Fire and Rescue, Inc, programs, activities, and services.

Individuals may request a reasonable modification from the Munhall Central Volunteer Fire and Rescue, Inc that they believe will enable them to have such equal opportunity to participate in programs, activities, and services.

To request a reasonable modification, contact the Disability Coordinator at (412) 464-7322.

The Munhall Central Volunteer Fire and Rescue, Inc may contact the individual to obtain more information about the request and to better understand the individual's needs. In addition, the Munhall Central Volunteer Fire and Rescue, Inc may review the request to determine:

- Whether the requested modification will be effective in allowing the individual to participate in the activity or program in which they are seeking participation;
- Whether the requested modification is reasonable, or an equally effective alternative to the requested modification is available; and
- Whether providing the individual with the requested modification would fundamentally alter the nature of the Munhall Central Volunteer Fire and Rescue, Inc program or impose undue financial or administrative burdens on the Munhall Central Volunteer Fire and Rescue, Inc.

In addition, in some cases, the Munhall Central Volunteer Fire and Rescue, Inc may consult with the individual in an interactive process to determine on a case-by-case basis what modifications can be made. In the unlikely event that the requested modification cannot be provided, the Munhall Central Volunteer Fire and Rescue, Inc will work with the individual to identify an alternative modification that allows the individual to effectively participate in Munhall Central Volunteer Fire and Rescue, Inc programs, activities, or services.

Examples of a reasonable modification include:

- **Effective Communication:** The Munhall Central Volunteer Fire and Rescue, Inc will generally, upon request, provide appropriate aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in Munhall Central Volunteer Fire and Rescue, Inc programs, services, and activities, including qualified sign language interpreters, documents in Braille, and other ways of making information and communications accessible to people who have speech, hearing, or vision impairments.
- **Modifications to Policies and Procedures:** The Munhall Central Volunteer Fire and Rescue, Inc will make all reasonable modifications to policies and programs to ensure that people with disabilities have an equal opportunity to enjoy all of its programs, services, and activities. For example, individuals with service animals are welcomed in all City offices, even where pets are generally prohibited.

Anyone who requires an auxiliary aid or service for effective communication, or a modification of policies or procedures to participate in a program, service, or activity of Munhall Central Volunteer Fire and Rescue, Inc, should contact the office of the Disability Coordinator as soon as possible but no later than 48 hours before the scheduled event.

Section 504 does not require the Munhall Central Volunteer Fire and Rescue, Inc to take any action that would fundamentally alter the nature of its programs or services, or impose an undue financial or administrative burden. Complaints that a program, service, or activity of the Munhall Central Volunteer Fire and Rescue, Inc is not accessible to persons with disabilities should be directed to the Disability Coordinator.

The Munhall Central Volunteer Fire and Rescue, Inc will not place a surcharge on a particular individual with a disability or any group of individuals with disabilities to cover the cost of providing auxiliary aids/services or reasonable modifications of policy, such as retrieving items from locations that are open to the public but are not accessible to persons who use wheelchairs.