

# Oil Region Library Association

## **LIBRARY SERVICES FOR PEOPLE WITH DISABILITIES POLICY**

### **Purpose:**

The Oil Region Library Association (ORLA) has policies and practices in place which are fully compliant with both the federal Americans with Disabilities Act (see appendices) and the American Library Association's *Library Services for People with Disabilities Policy* (see appendices). ORLA is committed to providing all reasonable accommodations to disabled library patrons and to not deny disabled residents the services, programs or activities available to residents without disabilities.

All ORLA staff members have been instructed to be sensitive to all requests for accommodation by any disabled library patron and to make every reasonable effort to provide reasonable accommodation on an individual basis.

### **The Scope of Disability Law:**

Providing equitable access for persons with disabilities to library facilities and services is required by Section 504 of the Rehabilitation Act of 1973, applicable state and local statutes and the Americans with Disabilities Act of 1990 (ADA). The ADA is the Civil Rights law affecting more Americans than any other. It was created to eliminate discrimination in many areas, including access to private and public services, employment, transportation and communication. Most libraries are covered by the ADA's Title I (Employment), Title II (Government Programs and Services) and Title III (Public Accommodations). Most libraries are also obligated under Section 504 and some have responsibilities under Section 508 and other laws as well.

### **Library Services:**

No qualified individual with a disability shall, by reason of such disability be excluded from participation in, or be denied the benefits of, the services, programs or materials of ORLA, or be subjected to discrimination by ORLA. Individuals with disabilities have equal access to library resources. To ensure such access, ORLA may provide individuals with disabilities with services if "readily achievable" (i.e., easily accomplished and able to be carried out without much difficulty or expense) unless the accommodation would impose an undue hardship on the operation of its business including services such as extended loan periods, waived late fines, extended reserve periods, library cards for proxies, reference services by fax or email, remote access to the OPAC, remote electronic access to library resources, volunteer technology assistants in the library and access to magnifying and color contrast equipment.

### **Facilities:**

ORLA, in accordance with the ADA, has eliminated both architectural barriers in existing facilities and communication barriers that are structural in nature. Barriers will be removed if removal is readily achievable.

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The ADA regulations specify the following examples of reasonable structural modifications: accessible parking, clear paths of travel to and throughout the facility, entrances with adequate, clear openings or automatic doors, handrails, ramps and elevators, accessible tables and public service desks, and accessible public conveniences such as restrooms, drinking fountains, and public telephones.

ORLA buildings are handicapped accessible and provide handicapped parking.

## **Collections:**

ORLA has taken steps to assure, to the extent financially and administratively possible within the library's available resources to provide materials in a variety of formats. Despite our best efforts, not all library materials may be available in formats accessible to qualified individuals with disabilities. However, the Library does make every effort to select materials which are accessible to qualified individuals with disabilities by purchasing the following:

- ORLA attempts to select materials in a variety of formats such as in large print, audio or media kits. Patrons may be referred to specific branches for the use of the magnifying and color contrast CCTV.
- ORLA attempts to select materials that are available in audio format that are also available in print.
- ORLA selects, when available, movies that are closed captioned.
- ORLA attempts to select informational materials which are understood at the appropriate levels of comprehension.

## **Appendices:**

*ALA: Library Services for People with Disabilities Policy*

<http://www.ala.org/ascla/resources/libraryservices>

*American's with Disabilities Act Title III Regulations: Part 36 Nondiscrimination on the Basis of Disability in Public Accommodations and Commercial Facilities*

[https://www.ada.gov/regs2010/titleIII\\_2010/titleIII\\_2010\\_regulations.htm](https://www.ada.gov/regs2010/titleIII_2010/titleIII_2010_regulations.htm)