



ACCESSIBILITY RESOLUTION AND PLAN

The Jewish Vocational Service (JVS) board of directors resolves that JVS is committed to removing architectural, attitudinal, environmental, financial, transportation, communication and employment barriers to people with disabilities and other barriers to employment. Consistent with this stance, JVS is resolved to comply with the Americans with Disabilities Act (ADA). The JVS board of directors further resolves that JVS will take ongoing actions in promoting accessibility and opportunity for people with disabilities and other barriers to employment in the workplace and in society as a whole by carrying out the following plan:

- JVS will promote the recruitment of individuals with disabilities and other barriers to employment as staff members, volunteers, and board members.
- JVS will provide reasonable accommodations and supports to promote equal opportunity for persons with disabilities and other barriers to employment to enable persons receiving services to participate in JVS services and activities and to encourage participation as board, staff, and volunteers. JVS will provide reasonable accommodations to enable people with disabilities and other barriers to employment to carry out the essential functions of employment, and to serve as members of the JVS board of directors, staff or volunteers.
- The JFCS/JVS inclusion committee and the JFCS inclusion program actively work to eliminate barriers to community involvement for individuals with disabilities. The inclusion coordinator is primarily responsible for researching and providing the referrals and resources needed to deal with existing barriers. JVS, its staff, board, program participants, and volunteers will promote economic and social opportunities for people with disabilities and other barriers to employment continuously as an inherent part of JVS' operations with the business community and employers; with JVS' vendors; with other community based organizations and institutions; with funding bodies; in formal and informal public information and public relations activities; in carrying out its affirmative action position; and in any other instances in which opportunities arise.
- JVS will promote the removal of architectural, employment, transportation, and attitudinal barriers to people with disabilities and other barriers to employment in its marketing efforts and in its activities with the management of the companies for whom JVS performs work.
- All JVS programs and services will be made available to otherwise qualified individuals with disabilities, and individuals with other barriers to employment.
- Employer awareness is addressed in service planning, placement and supported employment services. Diversity training is offered as needed.
- Premises which are either leased or owned by JVS will be architecturally accessible to each program participant as well as to staff, board members, and volunteers of JVS.

- With regard to architectural barriers, JVS will do the following:
 - a. perform a self-evaluation of its programs and policies in terms of accessibility;
 - b. develop a transition plan, if there is a need to remove physical barriers or obstacles;
 - c. determine what changes may be made in consideration of the resources available;
 - d. in the event that costs to make needed changes are excessive, JVS will provide a mechanism to assure that a referral to another resource which is accessible and receptive is made.

JVS will only deny admission to consumers if the steps (a through d) above are documented and resources are not readily available.

Evidence of JVS' activities to provide reasonable accommodations is found in JVS' affirmative action plan, non-discrimination and human rights policies. Entrance and admission policies demonstrate JVS' pro-active stance on making services available to people with disabilities and other barriers to employment who meet eligibility criteria.

JVS self evaluates the accessibility aspects of the organization and its programs at least annually. Any barriers that are identified are addressed by implementing the corrective action plan which accompanies this accessibility policy. A corrective action plan is completed when barriers are identified and noted in the self-evaluation report.