

POLICY MANUAL

Subject: Persons with Disabilities

Effective Date: 6/94

Initiated By: Cinde Stewart Freeman
Chief Quality Officer

Approved By: James B. Moore
Chief Executive Officer

Review Dates: 02/09 DNF 05/09 BLA
01/10 Committee, 02/11 Committee, 04/12 CSF
10/12 PP, 2/14 Committee, 4/15 Committee

Revision Dates: 12/02, 4/15 CRB

POLICY:

Cumberland Heights acknowledges that physical disabilities may be barriers for persons seeking alcohol and drug treatment services. In accordance with the Americans with Disabilities Act of 1990, Cumberland Heights makes every effort to remove those barriers. In addition, Cumberland Heights seeks to make its environment accessible to all persons with disabilities whether patient, family, visitor, or employee. See [Employee Handbook](#) for relevant personnel policy.

PROCEDURE:

1. The Support Services Supervisor/Safety Officer is responsible for ensuring that the physical plant meets the relevant requirements for the Americans With Disabilities Act of 1990.
2. Physical plant engineering mechanisms may include, but are not limited to, ramps, railings, lever door fixtures, lever bathroom fixtures, signage in Braille, etc.
3. All staff are responsible for offering assistance, as well as responding to any reasonable request for accommodation, from a person with a disability. These responses may include but are not limited to specialty equipment, referral to specialty services outside of the organization, and/or personal assistance.
4. Any employee aware of a potential barrier to persons with disabilities is encouraged to bring this to the attention of his or her supervisor, the Support Services Supervisor or a member of the Leadership Team.