Poplar Creek Public Library District

Americans with Disabilities Act (ADA) Policy

In accordance with the requirements of Title II of the Americans with Disabilities Act of 1990 (ADA) the Poplar Creek Public Library District (PCPLD) will not discriminate against qualified individuals with disabilities on the basis of disability in its services, programs, or activities.

PCPLD does not discriminate on the basis of disability in its hiring or employment practices and complies with all regulations promulgated by the U.S. Equal Employment Opportunity Commission under Title I of the ADA.

PCPLD will provide reasonable accommodation and, generally, upon request, provide appropriate aids and services for qualified persons with disabilities so they can participate equally in PCPLD programs, services, and activities.

Patrons and employees with disabilities who believe they require a reasonable accommodation should contact the Executive Director or a Deputy Director.

The ADA does not require PCPLD to take any action that would fundamentally alter the nature of its programs or services, or impose an undue financial or administrative burden. All patrons and employees are expected to follow PCPLD Board approved Patron Code of Conduct.

Complaints that a program, service, or activity of PCPLD is not accessible to persons with disabilities should be directed to a Deputy Director.

PCPLD 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.

Adopted by the PCPLD Board of Trustees: Feb 21, 2019; Updated May 21, 2020; April 21, 2022, February 15, 2024