

ALL SPORTS CAMP POLICY - ADA PROHIBITION AGAINST DISCRIMINATION BASED ON DISABILITY

All Sports Camp promotes an inclusive policy for all of our programs.

Pursuant to the Americans with Disabilities Act of 1990, as amended ("ADA"), and the implementing regulations (collectively "ADA"), no otherwise qualified individual with a disability shall, solely by reason of his/her disability, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity covered by the ADA. All Sports Camp ("ASC") does not discriminate in admission or access to, or participation or treatment in its programs or activities. As such, the Program's policies and practices will not discriminate against students with disabilities, and the ASC will make its facilities, programs, and activities accessible to qualified individuals with disabilities. No discrimination will be knowingly permitted against any individual with a disability on the sole basis of that disability in any of the programs, activities, policies, and/or practices in the Camp Program. This includes, but is not limited to, individuals with diabetes.

"An individual with a disability" means a person who has, had a record of, or is regarded as having, a physical or mental impairment that substantially limits one or more major life activities. Major life activities are functions such as caring for one's self, performing manual tasks, walking, seeing, hearing, eating, sleeping, standing, lifting, bending, speaking, breathing, learning, reading, concentrating, thinking, communicating, and working.

Major life activities also include the operation of a major bodily function, including, but not limited to, functions of the immune system, normal cell growth, digestive, bowel, bladder, neurological, brain, respiratory, circulatory, endocrine, and reproductive functions.

An impairment that is episodic in nature or in remission is considered a disability if it would substantially limit a major life activity when active.

This policy specifically applies to camp admissions, campers, and disabled persons that are between the ages of 5 and 12.

Compliance Officer(s)

The ASC designates the following individual(s) to serve as the Camp Program's Compliance Officer(s)/ADA Coordinator(s) (hereinafter referred to as the "Camp Program Compliance Officer(s)").

Founder/Camp Program Compliance Director

info@allsportscamp.net

The Camp Program Compliance Officer(s) is responsible for coordinating the Camp Program's efforts to comply with and fulfill its responsibilities under the ADA.

The Camp Program Compliance Officer(s) will oversee the investigation of any complaints of discrimination based on disability, which may be filed pursuant to the Program's adopted internal complaint procedure, and will attempt to resolve such complaints.

The ASC will provide for the prompt and equitable resolution of complaints alleging violations of the ADA. See below. The ASC will further establish and implement a system of procedural safeguards in accordance with the ADA, including the right to an impartial due process hearing.

Training

The Camp Program Compliance Officer(s) will also oversee the training of employees in the Camp Program so that all employees understand their rights and responsibilities under the ADA, and are informed of the Programs policies, administrative guidelines and practices with respect to fully implementing and complying with the requirements of the ADA.

The ASC will provide in-service training and consultation to staff responsible for the education of persons with disabilities, as necessary and appropriate.

Notice

Notice of the Program's policy on nondiscrimination in program practices and the identity of the Camp Program's Compliance Officer(s) will be published on the Camp Program's website.

Complaint Procedures

If a person believes that s/he has been discriminated against on the basis of his/her disability, the person may utilize the following complaint procedures as a means of reaching, at the lowest possible administrative level, a prompt and equitable resolution of the matter.

Parents will be notified of their right to file an internal complaint regarding an alleged violation, misinterpretation or misapplication of the ADA. In addition, students and their parents will be notified of their right to file a complaint with the Office for Civil Rights. Finally, students and parents will be advised of their right to request a due process hearing before an Impartial Hearing Officer (IHO) regarding their ADA rights.

Internal complaints and requests for due process hearings must be put in writing and must identify the specific circumstances or areas of dispute that have given rise to the complaint or the request for a hearing. The Camp Program's Compliance Officer is available to assist individuals in filing a complaint or request.

Unless expressly stated otherwise, the term "day" or "days" as used in this policy means business day(s) (i.e., a day(s) that the ASC office is open for normal operating hours, Monday – Friday, excluding State-recognized holidays).

Internal Complaint Procedures

An internal complaint may be filed by a student and/or parent. A student and/or parent may initiate the internal complaint procedure when s/he/they believe that a violation, misapplication or misinterpretation of title III has occurred. Additionally, the following procedure may be used for any disagreement with respect to the program or placement of students who are identified as disabled or believed to be disabled, except in the case of disciplinary actions where the provisions of the Program Code of Conduct apply. Use of the internal complaint procedure is not a prerequisite to the pursuit of other remedies, including the filing of a complaint with the U.S. Department of Education's Office for Civil Rights or requesting a due process hearing.

Step 1

Investigation by the Compliance Officer: A student or parent may initiate an investigation by filing a written internal complaint with the Compliance Officer. The complaint should fully describe the circumstances giving rise to the dispute and how the child is adversely affected. The complaint must be filed as soon as possible, but not longer than thirty (30) days after disclosure of the facts giving rise to the complaint. The Compliance Officer shall conduct an impartial investigation of the complaint. As part of the investigation, the Compliance Officer shall permit the complainant to present witnesses and other evidence in support of the complaint. The investigation shall be completed within fifteen (15) days of the written complaint being filed. The Compliance Officer will notify the complainant in writing of his/her decision.

Step 2

Appeal to the Camp Program Compliance Officer's Supervisor, the Founder of the Program: If the complaint is not resolved satisfactorily at Step 1, the student or parent may appeal the Compliance Officer's decision in writing to the Program Compliance Officer's Supervisor, the Founder of the Program. The appeal must be made within five (5) days following receipt of the Compliance Officer's decision. The Founder will review the case, may conduct an informal hearing, and will notify all parties in writing of his/her decision within ten (10) days of receiving the appeal.

Step 3

If the complaint is not resolved satisfactorily at Step 2, the student or parent may request a due process hearing, provided the complaint involves an issue related to the identification, evaluation, or placement of the student.

If it is determined that the Complainant was subjected to unlawful discrimination, the Camp Program Compliance Officers must identify what corrective action will be taken to stop, remedy, and prevent the recurrence of the discrimination/retaliation. The corrective action should be reasonable, timely, age-appropriate and effective, and tailored to the specific situation.

OCR Complaint

At any time, if a student or parent believes that s/he has been subjected to discrimination based upon his/her disability in violation of the ADA, the

individual may file a complaint with the U.S. Department of Education's Office for Civil Rights ("OCR"). The OCR can be reached at:

Department of Justice

Civil Rights Division

950 Pennsylvania Ave. NW

Washington, DC 20530

1-800-514-0310

Retaliation

Retaliation against a person who makes a report or files a complaint alleging unlawful discrimination/retaliation or participates as a witness in an investigation is prohibited. Neither the ASC nor any other person may intimidate, threaten, coerce or interfere with any individual because the person opposed any act or practice made unlawful by Section 504 of the ADA, or because that individual made a report, formal complaint, testified, assisted or participated or refused to participate in any manner in an investigation, proceeding, or hearing under those laws and/or this policy, or because that individual exercised, enjoyed, aided or encouraged any other person in the exercise or enjoyment of any right granted or protected by those laws and/or this policy.

Retaliation against a person for making a report of discrimination, filing a formal complaint, or participating in an investigation or meeting is a serious violation of this policy that can result in imposition of disciplinary sanctions/consequences and/or other appropriate remedies.

Formal complaints alleging retaliation may be filed according to the internal complaint process set forth above.

The exercise of rights protected under the First Amendment of the United States Constitution does not constitute retaliation prohibited under this policy.