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**BOYS & GIRLS CLUBS  
OF CENTRAL GEORGIA**

## **Disability Inclusion Policy & Guidance**

The Boys & Girls Clubs of Central Georgia welcomes all children and is committed to act in a non-discriminatory manner and to make reasonable accommodations to provide equal opportunity and service to individuals with disabilities and other complex needs.

### **a. Inclusive Environment**

Boys & Girls Clubs of Central Georgia staff members will work with families to understand special needs of children seeking accommodation, and to identify modifications necessary to support the disability. Staff will work to integrate individual accommodations as safely and feasibly achievable.

### **b. Staff Training and Development**

Training and support is provided to ensure that staff members are competent to be aware of and to meet the developmental needs of Club members for which an accommodation is being provided. Club staff will work with parents to understand specific or individualized needs, and to identify additional support and resources as necessary and/or appropriate.

### **c. Confidentiality**

Confidentiality applies to all verbal and written information about potential, enrolling and previously enrolled children and their families. All staff and volunteers are trained on the need for confidentiality. Written records are stored in a secure location with limited access. No information subject to confidentiality is released without first receiving the written permission of the parent/guardian. This excludes the responsibility of mandated reports of suspected child abuse and neglect as outlined by applicable state law.

### **Guidance**

Note that the term ‘reasonable accommodations’ in the Americans with Disabilities Act indicates that reasonable steps must be taken to provide services, and should be accomplished by performing an individualized assessment of the child’s needs and the Club’s ability to effectively meet the demonstrated accommodation.

### **Factors to be considered include:**

- Needs of person with disability
- Accommodation requested
- Supervision requirements
- Resources available to Club/program
- Impact on Club policies (i.e. prohibition of 1:1 contact)

## **Practical Considerations**

- Boys & Girls Clubs of Central Georgia staff will approach conversations about accommodations with a spirit of cooperative problem solving. Communication with caregivers is critical to assessing whether the Club can effectively meet an individual's needs. Use the information gathered to determine what additional support could be put in place for youth.