



## Sample ADA Non Discrimination Policies

**The Riverfront Renaissance Center for the Arts (RRCA)** does not discriminate against any person with physical or mental disabilities. We are committed to providing access to the arts and art education to all individuals. We do not discriminate on any basis upon the employment or the volunteer services of a person with disabilities. All qualified employees/volunteers with known disabilities will be provided accommodations based on individual needs to enable them to perform essential job functions.

Two weeks notice is requested to allow time to provide services to potential employee or volunteer. Upon request, with two weeks notification, accommodation will be provided to allow individuals with disabilities to participate in any RRCA services, programs and activities. These accommodations will be based on specific needs of the individual.

We have a designated coordinator to facilitate compliance with the ADA Act of 1990. Inquiries should be directed to the Executive Director to process all requests for assistance. Website has contact information available. [www.rrcarts.com](http://www.rrcarts.com) The RRCA strives to make its venue, public amenities, website and workplace accessible and an enjoyable experience for all. Upon request, within at least two weeks notification, exhibit or event information will be made available in alternative formats such as large print documents, sign interpretation, captioning for virtual programs and downloadable audios to assist with gallery tours.

*Policy Adopted 4/6/2010; Updated 2/28/2021  
Available on Website*

**New Jersey Theatre Alliance** is committed to ensuring equal opportunity and access to all employees in accordance with the Americans with Disabilities Act, as amended (the "ADA"), and applicable state and local law. Accordingly, the Alliance prohibits discrimination against any employee or applicant on the basis of a physical or mental disability, perceived disability, or record of such a disability.

New Jersey Theatre Alliance will provide reasonable accommodations to applicants and employees if the reasonable accommodation would allow the individual to perform the essential functions of the position, unless doing so would create an undue hardship.

If an employee believes they need an accommodation because of a disability, they should request an accommodation either orally or in writing from the Executive Director, who will initiate an interactive dialogue to explore potential reasonable accommodations that will make it possible for the employee to perform the essential functions of their position. While the Alliance encourages employees to suggest a specific accommodation, the Alliance is not required to provide the specific accommodation requested and may provide an alternative, effective accommodation, to the extent any reasonable accommodation can be made without imposing an undue hardship on New Jersey Theatre Alliance. The Alliance encourages





employees to make their request in writing and to include relevant information, such as: a description of the accommodation you are requesting; the reason you need an accommodation; and how the accommodation will help you perform the essential functions of your position.

The Alliance makes determinations about reasonable accommodations on a case-by-case basis considering various factors and based on an individualized assessment in each situation. Any discussions with the Alliance in connection with an employee's disability will be kept strictly confidential and will only be shared with those who have a need to know such information.

*Policy adopted May, 2022  
Included in Employee Manual*

**Nai-Ni Chen Dance Company's** non-discrimination policy, which was adopted and approved by the Board of Directors on December 17, 2004, remains in effect: "Nai-Ni Chen Dance Company does not discriminate on the basis of disability in admission or access to, treatment of, or employment in, its services, programs or activities." While the law mandates equal access to people with disabilities, the Company makes it a priority to create an environment that embraces the spirit of the law ensuring an optimal experience for all.

*Included in ADA Statement on website*

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