

Notification to the Public, ADA Policy

10-ADA-3 Rev. A, APP'D: 03/26/2024

Reasonable Accommodation

St Vinnys Bistro will ensure that no qualified disabled individual shall, solely on the basis of their disability, be excluded from the participation in, be denied the benefits of, or be subjected to discrimination under any of its programs, services, or activities as provided by Section 504 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990 (ADA). St Vinnys Bistro further ensures that every effort will be made to provide nondiscrimination in all of its programs or activities regardless of the funding source.

St Vinnys Bistro embraces the concept of reasonable accommodation. If you are a client with a disability and require accommodation, such as an accessible feature or modification of a policy, we are committed to working with you to identify and implement reasonable accommodations whenever possible. Reasonable accommodations may include the provision of assistive devices where feasible and reasonable to do so, among other items.

Our facilities and services are designed to be inclusive and, wherever possible, accommodating to individuals with disabilities. If you encounter accessibility barriers or have suggestions for improvement, please contact management or our Compliance Officer at Info@StVinnysBistro.org who will work to address concerns promptly.

Our commitment to reasonable accommodation and accessibility extends to our recruitment and hiring processes. If anyone requires reasonable accommodations during the application process, please contact a staff member to discuss your needs. We believe that diversity and inclusion make us stronger as an agency, and we actively seek to create a workplace that reflects these values.

St Vinnys Bistro supports and partners with Haven for Hope to implement a policy using Haven's Intake Services Department to comply with the requirements of the Americans with Disabilities Act (ADA) to provide effective means of communications to clients seeking services. The hearing-impaired individual will be able to choose the mode of communication that best services his/her need; sign language through DeafLink (Installed at all Intake Desktops), written notes, lip-reading, or other assistive devices the individual may have in their possession. If DeafLink is needed the interpretation services will be provided at no cost to the client. Visually Impaired Clients = Intake staff will read fully, upon request, and aid, if necessary, in completing intake documentation and workflow components. Brail documents are also available for the use of the client.

St Vinnys Bistro will make available, upon request, written material in alternate formats for people who have disabilities. (Alternate formats may include large print, Braille, and electronic recordings).

Any individual may exercise their right to file a complaint if that person believes that they have been subjected to unequal treatment or discrimination in the receipt of benefits, services, or employment. Please complete form #10-ADA-2 ADA Complaint Form located on our website: www.StVinnysBistro.org