



FOR YOUTH DEVELOPMENT®  
FOR HEALTHY LIVING  
FOR SOCIAL RESPONSIBILITY

# WELCOMING TO ALL

## NONDISCRIMINATORY POLICY

The Norwich Family YMCA does not discriminate in the provision of services to persons with disabilities in all YMCA programs, including but not limited to childcare, camps, before and after-school programs, classes and recreational programs.

If the program participant has a disability, impairment, or condition that requires medication or other reasonable modifications, please inform the YMCA of the participant's needs before the program begins to ensure that the YMCA is prepared to address the participant's needs. Once a modification request is submitted, the Norwich Family YMCA will consider that request on a case-by-case basis and will attempt to accommodate the participant within a reasonable amount of time.

The Norwich Family YMCA will make reasonable modifications for participants with disabilities, including diabetes, upon written request from the participant or participant's parent or guardian, unless such a request amounts to a fundamental alteration of our program, undue hardship, or poses a direct threat to the health and safety of self or others. The Norwich Family YMCA will make individualized determinations based on the specific facts of each request.

If, at any time, the Norwich Family YMCA feels that a participant has special needs that require more individualized or specialized care than we are able to offer, a meeting will be scheduled with the participant (or the participant's parent or guardian) to discuss the situation and may consider alternate options to meet that participant's needs.

Any complaints related to possible violations of this policy should be immediately reported to the YMCA Executive Director who shall promptly investigate the complaint and, if founded, take prompt remedial action to satisfactorily correct the violation.