

SWANSEA HOUSING AUTHORITY

Reasonable Accommodation Policy for Persons with Disabilities

It is the intent of the Swansea Housing Authority to promote and encourage the participation of disabled persons to the fullest extent possible in all programs, services and activities. It is the policy of the Swansea Housing Authority to take affirmative actions regarding persons with disabilities and to not discriminate against persons with disabilities in any way, shape or form. Within reason, and to the fullest extent possible, it is the intent if the Swansea Housing Authority to accommodate the needs of disabled individuals, whether they be existing tenants, employees, program participants or applicants for tenancy, employment and/or program participation.

The policy of the Swansea Housing Authority in making “Reasonable Accommodations” for persons with disabilities is most commonly applied in the following situations:

- To accommodate an applicant who has been offered a job or a current employee, by making the workplace accessible to and usable by that person;
- To accommodate an applicant or tenant who requires modifications to an inaccessible dwelling unit; and,
- To make programs, services, activities, non-housing facilities and common spaces accessible to and usable by persons with disabilities.

The policy of the Swansea Housing Authority is to provide “reasonable accommodations” to all individuals with disabilities unless such accommodations would present an undue hardship and/or unreasonable financial or administrative burden or alter the nature of the program for the Swansea Housing Authority, the authority will attempt to propose alternative solutions and/or accommodations which do not create a hardship.

Request forms for reasonable accommodation are available at your local management office. Assistance will be provided to any person needing help preparing and/or filling out the “Reasonable Accommodation Request Form”.

Determinations regarding reasonable requests for accommodations and/or any questions regarding the Swansea Housing Authority reasonable accommodation policy will be reviewed and/or resolved by Management

ADOPTED BY THE BOARD:
October 6, 2015