

Reasonable Accommodation Notice

North Tahoe Fire Protection District is committed to providing individuals with disabilities an equal opportunity to participate in and benefit from North Tahoe Fire Protection District's programs, activities and services.

Individuals may request **reasonable accommodations** from North Tahoe Fire Protection District that they believe will enable them to have such equal opportunity to participate in our programs, activities and services.

To request reasonable accommodations, contact North Tahoe Fire Protection District at 530-583-6911 or at customerservice@ntfire.net.

Frequently Asked Questions (FAQ)

The following FAQ provides information on requesting reasonable accommodations in North Tahoe Fire Protection District's programs and activities.

1. What is reasonable accommodation in North Tahoe Fire Protection District's program?

A reasonable accommodation is a change or modification to afford a qualified individual with a disability full enjoyment of North Tahoe Fire Protection District's programs or activities, unless modifications of policies, practices, and procedures would fundamentally alter the nature of the program, service, or activity, or result in undue financial and administrative burdens to North Tahoe Fire Protection District.

2. How do I request a reasonable accommodation?

To request reasonable accommodations, contact North Tahoe Fire Protection District at 530-583-6911 or customerservice@ntfire.net.

3. Does my request for a reasonable accommodation need to be in writing?

No, you do not need to put your request in writing, however, making a written request can be helpful documentation for ensuring the North Tahoe Fire Protection District provides the desired accommodation. In addition, you do not need to use the specific words "reasonable accommodation(s)" when making your request.

4. When should I request a reasonable accommodation?

You may request a reasonable accommodation from North Tahoe Fire Protection District at any time. However, making the request at least 48 hours in advance of a meeting, conference call, or visit will help ensure that North Tahoe Fire Protection District is able to fulfill the request for an accommodation. For certain requests, such as requests for sign language interpretation, North Tahoe Fire Protection District requests at least two weeks' advance notice.

5. May someone request a reasonable accommodation on my behalf?

Yes, anyone can request a reasonable accommodation on behalf of an individual with a disability who seeks to interact with North Tahoe Fire Protection District staff or participate in its programs or activities.

6. What will North Tahoe Fire Protection District do upon receiving my request for a reasonable accommodation?

North Tahoe Fire Protection District may contact you to obtain more information about

your request and to better understand your needs. In addition, North Tahoe Fire Protection District may review your request to determine:

- Whether the requested accommodation will be effective in allowing you to participate in the activity or program in which you are seeking participation;
- Whether the requested accommodation is reasonable, or an equally effective alternative to the requested accommodation is available; and
- Whether providing you with the requested accommodation would fundamentally alter the nature of North Tahoe Fire Protection District's program or impose undue financial or administrative burdens on North Tahoe Fire Protection District.

In addition, in some cases, North Tahoe Fire Protection District may consult with you in an interactive process to determine on a case-by-case basis what accommodations can be made.

If North Tahoe Fire Protection District determines that your requested accommodation would fundamentally alter the nature of the program or impose an undue financial or administrative burden, North Tahoe Fire Protection District may deny your request. However, in the unlikely event that this occurs, North Tahoe Fire Protection District will work with you to identify an alternative accommodation that allows you to effectively participate in North Tahoe Fire Protection District's program, activity, or service.

7. May North Tahoe Fire Protection District request medical documentation from you after receiving your request for a reasonable accommodation?

No, North Tahoe Fire Protection District may not request medical documentation after receiving your request for a reasonable accommodation. North Tahoe Fire Protection District's questions will be limited to understanding the barrier to your ability to participate in the program or activity in which you are interested and the nature of an accommodation that will remove this barrier.

8. May North Tahoe Fire Protection District charge you the cost of providing the reasonable accommodation?

No, you are not responsible for the cost of an auxiliary aid or service North Tahoe Fire Protection District provides to you.

9. What are some examples of reasonable accommodation?

There are many types of reasonable accommodations. Some examples of how North Tahoe Fire Protection District provides reasonable accommodations include:

- Arranging for qualified sign language interpreters
- Providing on-site captioning
- Producing alternate formats of print materials in braille, large print, or in an electronic format
- Providing remote conference captioning services
- Furnishing a temporary ramp to access the dais or other areas with one or more stairs to ensure accessibility for individuals who have physical disabilities and may be using a wheelchair or walker.