

ADMINISTRATIVE POLICY
REASONABLE ACCOMMODATION POLICY

REVIEW COMMENTS BY DEBORAH MCKINLEY, 55H RIDGE

ITEM	REFERENCE	COMMENT	RESPONSE
1.	First paragraph, second sentence	The use of the binary “his or her” may be perceived as discriminatory to those who do not view their gender identity as one of the binary options provided. Suggest “him or her” be replaced with “them”.	
2.	First paragraph, last sentence	This sentence is long and confusing and should be modified. Suggested text modifications are provided in the attached track changes MSWord file.	
3.	List item 1.	Do prospective members have standing to initiate a request?	
4.	List item 2.A.	Use of the term “handicap” is no longer in regular usage. Suggest only the terms “disabled” and “disability” be used.	
5.	List item 2B.A.	Why does this definition differ from the definition under federal law contained in the Disability Accommodation Information Request form? It would appear the two definitions should be the same or sufficiently similar so as not to cause confusion to the requestor.	
6.	List item 3.B., third sentence	Do prospective members have standing to initiate a request?	
7.	Disability Accommodation Information Request, DEFINITION OF "DISABLED"	The use of the binary “he/she” may be perceived as discriminatory to those who do not view their gender identity as one of the binary options provided. Suggest “he/she” be replaced with “the individual” or “they”.	

End of comments.

