

Practical Guidance on Complying with the Americans with Disabilities Act (ADA)

- **Why Must Safe Sitter® Teaching Sites Comply with the ADA?** The ADA places a broad range of obligations on public accommodations. Generally speaking, Safe Sitter® Teaching Sites are public accommodations covered by the Act.
- **What are the General Requirements of the ADA?** The ADA prohibits public accommodations from discriminating against an individual with a disability. Therefore, students with disabilities may not be denied the full enjoyment of the Safe Sitter® course. Safe Sitter® Teaching Sites must ensure that disabled students are provided with an equal opportunity to complete the course.
- **How Do We Learn of a Child's Disability?** The ADA prohibits unnecessary inquiries into the existence of a disability. The responsibility of informing Safe Sitter® Teaching Sites of the special needs of a student falls squarely on the student's parent/guardian. The Safe Sitter® Registration Form lawfully seeks to elicit information allowing Safe Sitter® Teaching Sites to identify the special needs of all students, including those with disabilities. Upon learning of a student's special needs from a completed Registration Form, follow-up with the parent/guardian to determine how to best meet those needs.
- **What Must We Do to Accommodate a child with a disability?** It depends. Each disabled child will require a tailored accommodation. For example, a visually impaired child may need to have a Braille version of the Student Handbook; a hearing impaired child may need a sign language interpreter. Work with a student's parent/guardian to determine how to best meet the student's needs. In no event should a student with special needs be excluded from participating in the class.
- **What Should We Do if a Child with a Disability is Having Difficulty During the Course?** If you see that a student is having great difficulty with the course material, the Instructor should

contact the parent/guardian about possible options, including an individual presentation of the Safe Sitter® course material.

- **Should We Present a Disabled Child with a Course Completion Card?** Yes. Completing the course does not mean the child is ready to stay home alone, watch younger siblings, or babysit. Only the child's parents can make that determination, based on the maturity, abilities, and skills of their child. In addition, students are not certified in rescue skills. Completing the course means that all course material has been presented, and the student has participated in the entire course to the best of their ability.
- **What Additional Assistance is Available?** Partial subsidies for sign language interpreters or the creation of materials for the visually impaired may be requested from Safe Sitter, Inc. National Headquarters. Since funds are limited, advance notice is required and requests must be submitted in writing (email is sufficient). Any Site Coordinator who would like to discuss strategies for accommodating students with disabilities is strongly encouraged to call Safe Sitter, Inc. National Headquarters. Another helpful resource for accommodation suggestions is the U.S. Department of Labor Job Accommodation Network.