

## #5.4

### **AMERICANS WITH DISABILITIES ACT (ADA)**

**POLICY:** This Law, known as the ADA, does not apply to Chapel by the Sea, as Chapel has fewer than fifteen (15) employees, and the accessibility requirements are less stringent for churches; but every reasonable effort shall be made to accommodate disabled employees, members, and friends.

**APPLICATION:** This Policy shall apply to all employees of Chapel by the Sea.

**PROCEDURE:** If an issue arises, the Office Administrator shall advise the Facilities and Property Management Committee of an individual's disabilities and accessibility constraints and recommend solution(s) to Session for action.

**RESPONSIBILITY:** The Pastor and the Facilities and Property Management Committee shall recommend a solution(s) to the Session for final action.