

Minnesota Sinfonia Access Statement and Plan January 2008

POLICY STATEMENT

In keeping with the goal of the Americans with Disabilities Act (ADA), the Minnesota Sinfonia is committed to ensuring that its programs and services are accessible to all people who have disabilities.

DEVELOPMENT OF PLAN

- ❑ Board member Alan Stone of the Minnesota Sinfonia is the designated Access Coordinator and serves as the chair of the Access Advisory Committee.
- ❑ The Minnesota Sinfonia Access Advisory Committee, comprised of either people with various disabilities or advocates for people with disabilities, and the Board member seeks to ensure that programs and services are accessible.
- ❑ The Access Advisory Committee conducted an audit (self-survey tool, Checkpoints for Access) in January 2003. Subsequent audits have been performed annually. The access plan revisions are completed following each audit.

ORGANIZATIONAL MISSION

The mission of the Minnesota Sinfonia is to serve the musical and educational needs of all Minnesotans with particular attention given to the inner city youth, families with young children and people with limited financial means. To further this end, all Minnesota Sinfonia sponsored programs are free to the public.

Minnesota Sinfonia does not discriminate on the basis of disability in access, treatment, or employment in its services, programs, or activities. Upon request accommodations are made to allow individuals with disabilities to participate in services, programs, and activities.

Minnesota Sinfonia designates the Alan Stone, Board member, to facilitate compliance with the Americans with Disabilities Act of 1990 (ADA).

Minnesota Sinfonia uses the ADA definition of disability:

1. a person has a physical or mental impairment that substantially limits one or more major life activities, such as hearing, seeing, walking, breathing, or speaking;
2. a person has a record of a substantially limiting impairment to a major life activity such as a person who has recovered from cancer or an individual previously categorized as learning disabled;
3. A person regarded by others as having a substantially limiting impairment, which in reality, either is not substantial (Controlled high blood pressure) or does not cause any substantial limitations.

ACCESSIBILITY POLICY STATEMENTS

All programs and activities sponsored by Minnesota Sinfonia are held in spaces that are physically accessible to people with mobility disabilities. This physical access pertains to parking, entrance areas, and movement to and through the facilities, and bathroom

facilities.

Minnesota Sinfonia employees, volunteers and the general public are encouraged to present comments, complaints, or grievance regarding accessibility issues at any time to the Board members. The comments should be in writing to Alan Stone, Board of Director, Minnesota Sinfonia, 901 North Third Street, Suite 112, Minneapolis, Minnesota 55401 – Email: MNSINFONIA@aol.com These issues are studied, resolved and communicated back to the person making the comments.

Minnesota Sinfonia does not discriminate against any applicant for employment because of a physical or mental disability and will follow affirmative action principles in all employment practices. The Sinfonia shall make reasonable accommodations to the physical and mental limitation of people attending concerts, applicants, or employee unless such an accommodation would impose an undue hardship for the Minnesota Sinfonia.

Also, Minnesota Sinfonia does not discriminate against any applicant for employment in all its programs and activities on the basis of race, color, national origin, age, disability, and where applicable, sex, marital status, familial status, parental status, religion, sexual orientation, gender identity, genetic information, political beliefs, reprisal, or because all or a part of an individual's income is derived from any public assistance program.

