



November, 2021

Tuesday's Children
Department of Homeland Security, Civil Rights Evaluation Tool

Response to question 7: provide a copy of the Tuesday's Children policy used to ensure non-discrimination and equal opportunity for persons with disabilities to participate in and benefit from the receipts programs and services.

DISABILITY POLICY
(INCLUDING CHRONIC, DISABLING, AND LIFE-THREATENING ILLNESSES)

Tuesday's Children provides equal opportunities to all program participants without regard to disability and is committed to an environment that welcomes participants with disabilities, including chronic, disabling, and life-threatening illnesses.

Tuesday's Children recognizes that participants with chronic, disabling, and life-threatening illnesses may wish to continue to engage in as many of their normal pursuits as their condition allows. As long as these participants are able to participate and medical evidence indicates that their conditions are not a threat to themselves or others, Tuesday's Children is sensitive to their health concerns and will ensure that they are treated as other participants are treated.

At the same time, Tuesday's Children is committed to all program participants to provide a safe environment. Precaution will be taken to ensure that the health and safety of our all of our participants, employees and third parties who attend a Tuesday's Children program are not threatened.

Procedure and Conditions

- Tuesday's Children recognizes that a participant's health condition is personal and should be treated as confidential. Tuesday's Children takes precautions to protect information regarding a participant's health condition.
- Tuesday's Children recognizes that a supportive and caring response from employees and/or third parties administering the program is an important factor in maintaining the quality of life for a participant with a disabling or life-threatening illness. When it is determined that there is no health or safety risk, other participants are expected to work with any participant who has a disability or life-threatening illness.
- Efforts will be made to provide reasonable accommodation to participants who have

disabilities or disabling or life-threatening illnesses who are able to attend a program.