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Reasonable Accommodations Notice for Individuals with Disabilities

Marion County Fire District No. 1 is committed to providing individuals with disabilities an **equal opportunity** to participate in and benefit from Marion County Fire District No. 1 (MCFD1) programs, activities, and services.

Individuals may request reasonable accommodation from Marion County Fire District No 1 that they believe will enable them to have such equal opportunity to participate in our programs, activities and services.

To request reasonable accommodations, contact Human Resources via info@mcfcd1.com or contact our administration office at 503-588-6526.

FREQUENTLY ASKED QUESTIONS (FAQ)

1. What are reasonable accommodations in MCFD1 program?

A reasonable accommodation is a change or modification to afford a qualified individual with a disability full use of MCFD1 programs or activities, unless modifications of policies, practices, and procedures would fundamentally alter the nature of the program, service or activity, or result in undue financial and/or administrative burden to MCFD1.

2. How do I request a reasonable accommodation?

To request reasonable accommodations, contact Human Resources via info@mcfcd1.com or contact our administration office at 503-588-6526.

3. Does my request for reasonable accommodation need to be in writing?

No, you do not need to put your request in writing, however written requests can be helpful in documentation and follow up to ensure MCFD1 provides the correct and proper response in a timely manner.

4. When should I request reasonable accommodation?

You may request reasonable accommodation from MCFD1 at any time. However, making the request in advance of a meeting, conference call, or visit will help ensure that MCFD1 is able to fulfill the request for an accommodation for certain request such as sign language interpreters or language interpreters other than Spanish, MCFD1 requests at least two-weeks advanced notice. If two weeks is not realistic, on-line interpretation services will be used.

5. May someone request reasonable accommodation on my behalf?

Yes, anyone can request reasonable accommodation on behalf of an individual with a disability who seeks to interact with MCFD1 staff or participate in its programs or activities.

6. What will MCFD1 do with my request for reasonable accommodation?

MCFD1 may contact you to obtain more information about your request and to better understand your needs. In addition, MCFD1 may review your request to determine:

- Whether the requested accommodation will be effective in allowing you to participate in the activity or program in which you are seeking participation;
- Whether the requested accommodation is reasonable, or an equally effective alternative to the requested accommodation is available; and
- Whether providing you with the requested accommodation would fundamentally alter the nature of MCFD1's program or impose undue financial or administrative burdens on MCFD1.

In addition, in some cases, MCFD1 may consult with you in an interactive process to determine on a case-by-case basis what accommodations can be made.

If MCFD1 determines that your requested accommodation would fundamentally alter the nature of the program or impose undue financial or administrative burden, MCFD1 may deny your request. However, in the unlikely event that this occurs, MCFD1 will work with you to identify an alternative accommodation that allows you to effectively participate in MCFD1's program, activity or service.

7. May MCFD1 request medical documentation from you after receiving your request for reasonable accommodation?

No, MCFD1 may not request medical documentation after your request for reasonable accommodation. MCFD1's questions will be limited to understanding the barrier to your ability to participate in the program or activity in which you are interested and the nature of an accommodation that will remove this barrier.

8. May MCFD1 charge you the cost of providing the reasonable accommodation?

No, you are not responsible for the cost of an auxiliary aid or service MCFD1 provides to you.

9. What are some examples or reasonable accommodations?

There are many types of reasonable accommodations. Some examples of how MCFD1 provides reasonable accommodations include:

- Arranging for a qualified sign language interpreter
- Providing on-site captioning
- Producing alternate formats of print materials in braille large print, or in an electronic format
- Providing remote conference captioning services
- Furnishing a temporary ramp to access areas with one or more stairs to ensure accessibility for individuals who have physical disabilities and may be using a wheelchair or walker.