

# USA WRESTLING

## POLICY CONCERNING ACCOMMODATION OF PERSONS WITH DISABILITIES

USA Wrestling recognizes that wrestling enhances the lives of its athletes in many ways, and USA Wrestling strives to make the wrestling experience available to all those individuals whose physical disabilities can reasonably be accommodated so as to allow them to participate in the sport. In accordance with the American with Disabilities Act and USA Wrestling's belief in the inherent value of the wrestling experience, USA Wrestling expressly affirms that it does not discriminate against individuals on the basis of any disability and adopts the following policy concerning disabled individuals.

### I. Definitions, Application and Publication

A. As used in this policy, the terms "disability," "accommodation," "reasonable modification," and other terms shall have the meanings as those terms are defined or used in the Americans with Disabilities Act.

B. This Policy applies to and is mandatory for all activities that involve public accommodations and are directly organized, promoted and managed by USA Wrestling.

C. All USA Wrestling member clubs, as well as state and local associations, leagues, and any other organizations that organize or conduct USA Wrestling sanctioned events and activities (collectively, "Event Organizers"), are required to conform their activities to the mandates of the Americans with Disabilities Act with respect to those activities that are governed by the ADA. A club's failure to comply with the ADA shall be grounds for sanctions, including but not limited to suspension or termination of the club's membership, as may be determined by the USA Wrestling Board of Directors. In accordance with the ADA all Event Organizers:

1. Shall make reasonable modifications in policies, practices, or procedures, when such modifications are necessary to afford such goods, services, facilities, privileges, advantages, or accommodations to individuals with disabilities, pursuant to 42 U.S.C. § 12182(b)(2)(A)(ii) and 28 C.F.R. § 36.302;
2. Shall not deny an individual on the basis of disability the opportunity to participate in or benefit from their goods, services, facilities, privileges, advantages, or accommodations, pursuant to 42 U.S.C. § 12182(b)(1)(A)(i) and 28 C.F.R. § 36.202.

D. USA Wrestling strongly encourages each Event Organizer to adopt policies to implement their compliance with the ADA and to publish those policies together with express statements affirming their adherence to the ADA and providing information to persons with disabilities concerning the procedures for requesting reasonable accommodations.

E. This Policy shall be published on USA Wrestling's official website.

## II. Requests for Reasonable Modification

A. Any individual who has a disability may request that USA Wrestling provide a reasonable modification of its policies, practices, or procedures as applied to that individual so as to permit the individual to participate in those activities to which this Policy applies.

B. Any request for reasonable modification shall be submitted in writing to USA Wrestling's Director of State Services sufficiently far in advance of the activity at issue (and in no event fewer than fourteen days) to allow USA Wrestling to consider the request and to implement any reasonable modification that may be granted.

C. Such request shall identify (1) the person's name, address, and telephone number, and email address (2) if the person is a minor, the person's legal guardian's name, address, telephone number, and email address, (3) the specific manner in which the person is disabled, (4) the USA Wrestling activity or activities in which the person intends to participate, (5) the specific manner in which the disability prohibits or inhibits the person from participating without modification, and (6) any modification that the individual specifically requests that would facilitate the person's participation. An applicant's inability to furnish or to propose a specific modification shall not serve as a basis for denial of an application.

D. Within seven business days of receipt of a request, USA Wrestling shall notify the individual seeking modification whether a reasonable modification can be granted under the standards set out below.

E. Except as required by law or by any reasonable modification that is implemented on behalf of the person, all medical information that is included in applications filed under this policy shall be kept confidential.

## III. Standards for Reasonable Modification

USA Wrestling will modify its policies, practices, or procedures to enable a disabled individual to enjoy USA Wrestling's goods, services, facilities, privileges, advantages, or accommodations where such modification is "reasonable" as that term is utilized under the Americans with Disabilities Act. In considering whether a proposed modification is "reasonable," USA Wrestling shall consider the following:

- A. Whether the expense or administrative burden of the modification itself is reasonable under all the circumstances.
- B. Where the proposed modification fundamentally alters the nature of any affected wrestling competition.
- C. Whether the proposed modification gives the disabled individual an unfair competitive advantage taking into account both the competitive impairment the

individual suffers as a consequence of his or her disability and the competitive advantage that the individual may enjoy from the proposed modification.

#### IV. Review

A. A person whose application for reasonable accommodation is denied under this Policy may appeal the denial to USA Wrestling's Executive Committee for resolution consistent with applicable provisions and procedures of USAW's By-Laws pertaining to internal grievances.

B. The Executive Committee may adjudicate and resolve the appeal, or delegate adjudication and resolution to a Sport Committee or other body within USAW as the Executive Committee deems appropriate.

#### V. Publication

A. This Policy shall be published on USA Wrestling's official website in the same location and bearing similar a similar label and/or hyperlink as other published USA Wrestling policies.

B. Registration materials for all events for which USA Wrestling itself is responsible for registration of athletes shall include the following notice:

Wrestlers who, because of a disability, need a reasonable modification to USA Wrestling's policies, practices, or procedures in order to participate fully and equally in USA Wrestling sanctioned events may request a modification by sending an email to [tblack@usawrestling.com](mailto:tblack@usawrestling.com) with the following information: (1) the person's name, address, and telephone number, and email address (2) if the person is a minor, the person's legal guardian's name, address, telephone number, and email address, (3) the specific manner in which the person is disabled, (4) the USA Wrestling activity or activities in which the person intends to participate, (5) the specific manner in which the disability prohibits or inhibits the person from participating without modification, and (6) any modification that the individual specifically requests that would facilitate the person's participation.