



## **Fenton Community Orchestra - Accessibility Plan**

The Fenton Community Orchestra (FCO) strives to create an inclusive environment for all of our musicians, staff, volunteers, and patrons. One of the FCO's top priorities is to diversify its membership, staff, and board members.

All FCO's activities, including rehearsals and performances, take place in venues compliant with Section 504 and Title II of the Americans with Disabilities Act. The FCO rents office and rehearsal space from the entities that are compliant with ADA. The FCO performs in venues with a range of accessibility features. Activities that occur indoor have accessible entrances, ramps, special reserved seating, movable seating, and accessible lavatories. Outdoor performance venues are typically public places that feature curb cuts and spaces for wheelchair-accessible seating. All venues provide dedicated parking for persons with a State of Michigan Disability Parking Permit.

At every concert and event, the FCO provides ushers and volunteers who are trained to assist individuals with special needs. Venues have dedicated areas to store wheelchairs and walkers during the performance if a patron chooses to transfer into a theater seat.

**The Americans with Disabilities Act (ADA)** was signed into law on July 26, 1990. The ADA gives civil rights protections to individuals with disabilities similar to those provided to individuals on the basis of race, color, sex, national origin, age, and religion. It guarantees equal opportunity for individuals with disabilities in employment, state and local government services, public accommodations, and telecommunications.

The ADA Amendments Act of 2008 was passed "to carry out the ADA's objectives of providing 'a clear and comprehensive national mandate for the elimination of discrimination by reinstating a broad scope of protection to be available under the ADA.'" By law, people with disabilities are ensured equal opportunities. ADA prohibits discrimination based on disabilities in public accommodations, employment, transportation, telecommunications, commercial facilities, and state and local government.

The Fenton Community Orchestra is committed to equal employment in all aspects of employment and access to the orchestra's activities for individuals with a disability. In accordance with the Americans with Disabilities Act and State laws, it is the policy of the FCO to provide reasonable accommodations in employment and service to individuals with disabilities. The Organization is committed to engaging in the interactive process during the accommodation request process.

If you or a member of your party has special support needs that will enhance your participation in FCO events, please let us know so we can help you plan your concert attendance or your participation as a member of the orchestra or as a volunteer. Please contact us via our web page at [FentonOrchestra.org](http://FentonOrchestra.org) or via email at [fentoncommunityorchestra@gmail.com](mailto:fentoncommunityorchestra@gmail.com).

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