



39 Bowdoin St. | Winthrop, ME 04344 | 207-377-8673 | [www.baileylibrary.org](http://www.baileylibrary.org)

## ADA POLICY

The Library is committed to complying with the Americans with Disabilities Act (ADA) to ensure that individuals with disabilities do not encounter discrimination, including intentional exclusion, discriminatory effects, architectural discrimination, and attitudinal or communication barriers. The Library's policy is to maximize the full inclusion and integration of people with disabilities in all library programs, services, and employment.

### I. DISCRIMINATION PROHIBITED

The Library will not discriminate against patrons, employees, or applicants with disabilities. It is the Library's policy not to discriminate against any qualified employee or applicant in regard to any term or condition of employment because of such person's disability or perceived disability so long as the employee can perform the essential functions of the job.

### II. REASONABLE ACCOMMODATION

The Library will make reasonable accommodation for the known disabilities of any applicant, employee, or patron. After a qualified individual requests a reasonable accommodation, the Library will make every appropriate effort to determine and provide a reasonable accommodation. Library trustees and staff are dedicated to making every good faith effort possible for complete accessibility.

### III. SERVICE ANIMALS

The Library permits service animals to accompany their owners in all areas of the Library open to other patrons. Assistance animals (emotional support/therapy/companion), as defined by the Maine Human Rights Act of 2016, are not allowed in the Library. The 2016 update to the Maine Human Rights Act clarifies that only service animals are required to be allowed in places open to or serving the public, while assistance animals are only required to be allowed in housing. According to Maine law, a service animal is defined as: "A dog that is individually trained to do work or perform tasks for the benefit of an individual with a disability. Other species of animals, whether wild or domestic, trained or untrained, are not service animals. The provisions of emotional support, well-being, comfort or companionship do not constitute work or tasks for the purposes of this definition." The care or supervision of a service animal is the responsibility of his or her owner. Every effort possible will be made to provide program access to those with special needs, upon notification that someone with those needs will be attending.

