

DISABILITY NONDISCRIMINATION POLICY

A Child's Garden/Wee Lad & Lassie believes all children benefit from a high-quality preschool education and is committed to making its programs and activities available on a nondiscriminatory basis. A Child's Garden/Wee Lad & Lassie will not discriminate against any child on the basis of disability, including children with developmental disabilities. A Child's Garden/Wee Lad & Lassie will make reasonable modifications for children with disabilities, both applicants and those already enrolled, on a case-by-case basis, to permit them to participate in its programs, services, or activities. However, A Child's Garden/Wee Lad & Lassie cannot make accommodations which require fundamentally altering the nature of its programs, services, or activities.

A Child's Garden/Wee Lad & Lassie recognizes that children with disabilities who participate in educational programs may require individualized assistance or reasonable modifications which do not require a fundamental alteration of the program to allow for participation in the most integrated setting and therefore one policy cannot dictate the particular protocol for all individuals. In the event, a child poses a direct threat to the health or safety of others at A Child's Garden/Wee Lad & Lassie and that risk cannot be eliminated by a reasonable modification of policies, practices, or procedures which does not require a fundamental alteration to its programs or by the provision of auxiliary aids or services which do not require a fundamental alteration of the program, then the child may be excluded.

PROCEDURES REGARDING DISABILITIES

Parent(s) or guardian(s) who have a child with a disability and request a modification or accommodation for their child should submit the request via email to Dr. Lisa Buchy at weeladandlassie@verizon.net; and achildsgarden2@verizon.net. While parent(s) or guardian(s) of a child with a disability may submit a request for a reasonable modification at any time, to the extent possible, they are requested to notify A Child's Garden/Wee Lad & Lassie at the time of enrollment, or as soon as a need for a modification is known. Parent(s) or guardian(s) who have a question regarding disability issues may contact Dr. Buchy at 410-647-2178 or 410-647-2300.

A Child's Garden/Wee Lad & Lassie will promptly consider all requests for reasonable modifications. A Child's Garden/Wee Lad & Lassie will individually assess the needs of each child with disabilities, including children with developmental disabilities, on a case-by-case basis and work with families to provide reasonable modifications in accordance with its Policy and applicable laws. To this end, A Child's Garden/Wee Lad & Lassie will assess the level of assistance or supervision that is necessary for participation in the most integrated setting and to provide assistance that is appropriate and consistent with each child's needs. A Child's Garden/Wee Lad & Lassie will provide a response to a request for modification, in writing, no later than fifteen (15) business days from the date the request is received. If the request for modification is not granted, A Child's Garden/Wee Lad & Lassie may request a discussion with the parent(s) or guardian(s) regarding the requested modification. Following the discussion with the parent(s) or guardian(s), A Child's Garden/Wee Lad & Lassie may request additional information or guidance from the child's healthcare provider or parent(s) or guardian(s) as necessary. A Child's Garden/Wee Lad & Lassie shall not be deemed to be refusing to make a

reasonable accommodation in the event the child's healthcare provider or parent(s) or guardian(s) refuses or fails to provide the additional information and/or the parent(s) or guardian(s) refuse or fail to cooperate with A Child's Garden/Wee Lad & Lassie. If an agreement cannot be reached for A Child's Garden/Wee Lad & Lassie to provide requested modifications, A Child's Garden/Wee Lad & Lassie will notify the parent(s) or guardian(s) and Dr. Buchy in writing of its final determination, documenting which modifications A Child's Garden/Wee Lad & Lassie will provide and which modifications it will not provide, explaining that the modification not provided would not be reasonable or would fundamentally alter the nature of its service, program, or activity.

If A Child's Garden/Wee Lad & Lassie is considering denying, suspending, or terminating the enrollment of a child whose disability impacts behavior, on the basis that such child poses a direct threat to the health or safety of others, A Child's Garden/Wee Lad & Lassie will conduct an individualized assessment, based on reasonable judgment that relies on current medical knowledge or on the best available objective evidence, to ascertain: the nature, duration, and severity of the risk; the probability that the potential injury will actually occur; and whether reasonable modifications of policies, practices, or procedures or the provision of auxiliary aides or services will mitigate the risk.

Before excluding or terminating the enrollment of a child with a disability based on behavioral or other concerns, A Child's Garden/Wee Lad & Lassie will consider reasonable modifications to address concerns and convene a meeting with the child's parent(s) or guardian(s) and, where applicable, the child's IEP team to determine if new or additional individualized supports or interventions to mitigate behavior or other concerns are reasonable. If A Child's Garden/Wee Lad & Lassie determines that it needs to deny, suspend, or terminate the enrollment of a child with a disability, it will document its reason for the decision and will submit that documentation to the parent(s) or guardian(s) and Dr. Buchy.