

Working with participants with disabilities puts organizations in a unique position to provide assistance in a variety of circumstances. Sometimes this assistance intersects with Personal Care, such as feeding, bathing, dressing, grooming, and toileting. In order to provide the best experience for your athletes, your staff and your volunteers - it will be important to have a policy that outlines what personal care your staff can provide, along with what services would need to be provided by a family member or caregiver. No matter what policy you decide upon, you should approach this subject from an attitude of respect.

***Why It Matters:***

Providing appropriate accommodations to people with disabilities is required under the American's with Disabilities Act (ADA). Simply providing adaptive sports does not cover our responsibility. Member organizations must also consider support that falls under personal care, such as feeding and toileting, particularly for full-day programs or multi-day camps.

Organizations that don't have a written policy about whether or not they provide personal care and don't implement their policy in a non-discriminatory manner could be at risk for legal action under the ADA. This does not mean that the organization should provide services they are not qualified to provide, or make unreasonable alterations to their programming. It simply means that a written policy should be in place and made aware for all staff, participants, and legal guardians.

***Questions to Consider When Deciding Whether You will Provide Personal Care:***

- Are staff properly trained to provide these services, or will professionally trained staff be hired to provide these services?
  - If so, work with these professional nurses or home care givers to write an appropriate policy and ensure you're asking the correct questions in your intake forms.
  - If not, it is not recommended to ask staff to provide these services.
- Would your policy be able to comply with the specific guidelines as outlined in Move United's Sport Protection Policy (SPP)?
  - The SPP has specific policies regarding locker rooms and changing areas which would need to be covered in any policy relating to providing personal care. This includes always having at least two people in a changing or locker room at once.
- Would providing Personal Care services fundamentally alter your programming?
  - If requiring your staff to provide these services causes an undue burden, it is ok to ask participants to provide a family member or professional care giver to do so.
- Can your program be designed to allow parents or family members to provide the personal care services?
  - Allowing family members to participate for free would constitute as a reasonable accommodation under ADA law.

**Your Policy Should Include:**

- What services you can/cannot provide
- Who will provide services if you're providing them
- What accommodation you'll make if you cannot provide a service

**Sample Policy Statements:**

- Member organizations that Provide Personal Care Services:
  - [Member] has professional nursing staff on duty each day for toileting needs, changing, medication, and other medical needs as identified in the participant's registration materials.
  - [Member] does its best to provide appropriate accommodations for all participants. If a participant needs additional care that [Member] cannot provide, a Personal Care Assistant or Nurse must be present and available to the student at all time.
  
- Member organizations that **DO NOT** Provide Personal Care Services:
  - [Member] program volunteers and staff cannot administer medication or assist with the personal care of participants. Those who require assistance shall provide a personal care attendant during the activity. Personal care attendants are free of charge to participate with the program when assisting a client.
  - If a participant requires 1:1 care, they will need a caregiver at camp to support their medical needs, behavior concerns, wandering tendencies, as well as assistance with toileting, bathing or changing clothes. If this kind of supervision is necessary, a caregiver or chaperone is REQUIRED to accompany the participant at no additional fee. Please note at registration if a caregiver will be attending.
  - Participants who are not independent in personal care (i.e. require assistance to dress, eat, use the bathroom, or self-monitor their behavior), will need to bring an aid with them during transportation and program lesson that will attend to the individual's needs listed above. Our programs have been designed with the accommodation of caregivers in mind. These requirements are based on potential risks and are not intended to be discriminatory in any way.