

ACCESSIBILITY POLICY

The Presbytery of Genesee Valley strives to make full inclusion a priority. To this end the Presbytery encourages its constituent congregations to:

1. Continually work to remove all barriers, physical and otherwise, to full inclusion in the life of the church of all persons with disabilities.
2. Provide children and adults with disabilities the opportunity for a Christian education.
3. Provide persons with disabilities the opportunity for church membership, even when requirements and activities for membership must be modified to meet their special needs and challenges.
4. Intentionally and continually build awareness and understanding of all types of disability and of the issues that people with disabilities confront.
5. Promote advocacy for justice for people of all ages with disabilities.

The Presbytery of Genesee Valley makes a commitment to:

Recommendation	Suggestion for Implementation
1. Continue to hold stated meetings and Presbytery-wide events in settings that are accessible for worship, business, fellowship, and dining (Provide information on building accessibility in the call to the meeting).	1a. Churches will make accessibility information available to the Office Administrator. 1b. The Office Administrator will create a compilation of church accessibility information. 1c. All meeting registrations will include questions regarding accessibility needs.
2. Provide sign language interpreters when requested in a timely manner.	2. Request for ASL interpreter will be submitted to the Presbytery Office two weeks before the scheduled meeting.
3. Provide printed materials in alternative formats (e.g., large print or braille) as requested.	3. Requests for alternative formats will be submitted two weeks before the event.
4. Encourage speakers to read aloud projected materials that have not previously been made available.	4. The Moderator will lead this effort to make new information available to all who are present.
5. Urge that requests for Revolving Loan Funds or PiLP endorsements for funding new construction or remodeling of church property include provision for accessibility.	5. The requestor will submit provisions for accessibility to the Trustees.
6. Encourage speakers and leaders to use person-first language when referring to persons with disabilities. For example, use “a woman who is blind,” rather than “a blind woman.” Use inclusive language. For example, use a statement like “Please rise in body or in spirit” rather than “Please rise”.	6. The Council will model the person first language. The Presbytery will make available resource materials to churches via the Resource Center.
7. Encourage the nominating committee to seek out persons with disabilities for leadership positions in Presbytery, Synod, and General Assembly.	7. The Presbytery Leader will provide this encouragement, accessing information from annual church statistical reports as needed.
8. Encourage inclusion of people with disabilities in worship leadership.	8. The Moderator and worship planners will seek out participants with the help of pastors.
9. Take feasible steps to ensure that Presbytery offices meet ADA requirements for accessibility.	9. See <i>Minutes of Stated Presbytery Meeting of November 29, 2005</i> , for decisions regarding the

	offices attached to Twelve Corners Presbyterian Church.
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