



Policy/Procedure Title: Ensuring Appropriate Accommodations	Policy and Procedure #: 11-006	Review Dates
<b>Category:</b> Community Relations  <b>Subject:</b> To implement procedures to ensure that no person shall be discriminated against due to mental, physical, cognitive, or sensory disability, primary language, national origin, gender, or the perceived limitations of those characteristics.	<b>Prepared by:</b> Name: Gary Ridley Title: Communications and Training Manager  <b>Approved by:</b> DocuSigned by:  <small>A47EBD46A8E04A3...</small> Rich Francisco, Executive Director	
	<b>Effective Date:</b> 06/28/2002	<b>Last Revised Date:</b>
		1/15/2026

## I. POLICY

HealthWest programs and services are equally accessible to all people regardless of disability or the need for accommodation. This policy also ensures access for people who speak another language or require cultural or ethnic accommodations.

## II. APPLICATION

This policy shall pertain to all individuals who interact with HealthWest on any level, including, programs and services, sponsored events, facilities, and direct and indirect employment. All accommodations that are required for participation will be offered free of charge. Public education materials will include information about the availability of accommodations, and it will be explained to everyone during initial contact so that fear of expense does not impede treatment.

## III. DEFINITIONS

Limited English Proficiency (LEP): Applies to any individual who is unable to speak, read, write, or understand the English language at a level that permits him or her to interact effectively with health and social services agencies and providers. For purposes of this policy, LEP will also apply to individuals whose primary form of communication is something other than the oral English language.

Person with a Disability: Applies to persons who have impairments that substantially limit major life activities such as seeing, hearing, speaking, walking, breathing, performing manual tasks, learning, caring for oneself, working, and individuals with a record of a disability and individuals who are regarded as having a substantially limiting impairment, even though they may not have such an impairment. (defined in the Americans with Disabilities Act/ADA).

Cultural or Ethnic Competency: A process of agency self-assessment that measures and monitors the knowledge and ongoing development of cultural sensitivity to assure acceptance and respect for diverse populations.

Interpretation: The oral transmittal of a message from one language to another, considering dialect, culture, and nuance.

Translation: The written interpretation of a message from one language to another, conveying the original meaning of the text with linguistic precision.

Communication: The effective transmission of messages using spoken language, Braille, American Sign Language, or available technology.

Barrier-free: A safe and accessible route of travel whereby people with disabilities may arrive on the site, approach the building, enter, and move about as freely as everyone else. At least one route of travel should be safe and accessible for everyone, including people with disabilities.

Access: Refers to staff that have “first contact” in the eligibility and authorization process.

ADA: Americans with Disabilities Act, a U.S. civil rights law prohibiting discrimination against people with disabilities in employment, public services, transportation, and public accommodations, ensuring equal opportunities

#### IV. PROCEDURES

##### A. HealthWest staff will adhere to the following standards:

1. HealthWest will implement policies and procedures that promote equal opportunity for individuals with disabilities and/or limited English proficiency so that they may participate at all levels of programs and services.
2. HealthWest staff will ensure that communications with persons with disabilities or LEP are as effective as its communication with others.
  - a) When an accommodation is requested, the individual will have a choice of interpretation services and /or any necessary assistive technology.
3. Required orientation materials will be available in American Sign Language, large print, Braille, audiotape, and other formats when requested by a person with a disability.
4. Customer Services staff will have literature available regarding accommodations.
5. HealthWest will ensure that staff providing services are familiar with communication standards and trained to provide accommodations when a need is identified.
6. HealthWest will ensure that contract language/provider manuals include compliance with Title VI of Civil Rights Act of 1964 including non-discrimination relative to limited English language proficiency (LEP).
7. Where possible, facilities will be barrier-free, and at a minimum, all programs and services will be available in an accessible, if alternate, location. Environmental barriers will be identified and addressed in HealthWest’s Accessibility Plan.

8. Service animals will be welcomed in all areas. Under the ADA, state and local governments, businesses, and nonprofit organizations that serve the public generally must allow service animals to accompany people with disabilities in all areas of the facility where the people are allowed to go.
  - a. HealthWest staff are ONLY permitted to ask two questions specific to the accommodation of a service animal per the ADA:
    - i. Is the dog a service animal required because of a disability?
    - ii. What work or task has the dog been trained to perform?
9. HealthWest staff will inform individuals regarding their right to receive a competent oral translation of written materials free of charge.

B. HealthWest will use the following procedures to assure equal access and full participation:

1. All staff of HealthWest will receive cultural competency training that includes:
  - a) Accessibility regulations and standards.
  - b) Attitudinal barriers to full participation.
  - c) Processes for identifying and providing accommodations.
2. HealthWest will ensure that its access and authorization staff and other designated employees will have the ability to obtain appropriate interpretation services or technical equipment to meet the needs of individuals in our community. Individuals will be offered a choice for interpretation services and their preference will be documented in the clinical record.
  - a) If the person being served chooses to use a friend or family member as an interpreter, a credentialed interpreter will attend all interactions to assure accuracy.
  - b) The initial assessment will determine if the individual requires any additional accommodation to facilitate treatment services.
3. Requests for specific physical plant accommodations will be referred to HealthWest for coordination with the appropriate agency personnel. All requests will be monitored and evaluated by HealthWest.
4. HealthWest will determine if the requested accommodation requires the modification of a treatment practice and if that modification fundamentally alters the nature of the program.
5. HealthWest will ensure that written materials (including vital documents) are provided in the native language of the individual with Limited English Proficiency. Clinical documents presented and completed in a language other than English will be translated into English and included in the chart to facilitate communication.
6. HealthWest will identify and provide any accommodations required at intake. After the initial contact, ongoing needs will be coordinated with the clinical program or case management staff as necessary.

7. To effectively communicate with an individual whose native language is other than English, HealthWest staff will follow these steps:
  - a) An individual who has limited English proficiency will be referred to the access and authorization center where staff will determine the individual's native language.
  - b) HealthWest will call the contractual language interpretation service and follow the operator's instructions.
  - c) The interpreter will assist the HealthWest staff in determining eligibility and immediate needs.
  - d) Initial communication with the individual served by HealthWest should inform them that the interpretation service will be free of charge to them.
8. Individuals with hearing impairments will be able to contact HealthWest's access and authorization centers in one of two ways:
  - a) The individual may use the Michigan Relay Center Text Telephone.
  - b) HealthWest will have a telephone line and the necessary equipment to communicate with the caller. The number will be published in the newspaper, telephone book and in the Accommodations brochure.
9. HealthWest will monitor the use of alternative communication to determine a need for direct treatment services in languages other than English, or the appropriate assistive technology to achieve effective communication.

C. HealthWest will continually evaluate access standards to ensure non-discrimination and will modify its Accessibility Plans or other pertinent documents to address community needs.

1. Individuals who have concerns or suggestions regarding accommodations will be encouraged to complete a Customer Satisfaction Survey, outlining their ideas or methods for improvement.
2. Employees or contract staff with suggestions will submit their suggestions for improvement to HealthWest administration.
3. HealthWest events will be presented to the community in accessible locations following ADA guidance for information distributed to the community including media and promotional materials.
4. HealthWest will implement an annual cultural competency plan.
5. HealthWest will ensure that its attending mental health or substance abuse professionals are competent and sensitive to the cultural context of treatment.
6. HealthWest shall monitor policies related to LEP and other accommodations annually to assure compliance with regulating standards and guidelines.

7. If at any time an individual believes there has been a violation of a person's rights under the Michigan Mental Health Code, the ADA, the Balanced Budget Act, or HIPAA, such violations will be reported to the Recipient Rights Office.

8.

VI. REFERENCES

- A. Title VI of the Civil Rights Act of 1964
- B. Americans With Disabilities Act of 1990
- C. Rehabilitation Act of 1973
- D. Events Checklist (A157)
- E. 42 USC § 2000D ET SEQ

Authors Initials lm/