

Clean Water Action | Clean Water Fund Commitment to Accessibility and Non-Discrimination

Clean Water Action | Clean Water Fund complies with the Americans with Disabilities Act of 1990 (ADA) and applicable state-specific human rights laws. These laws prohibit discrimination against qualified individuals with disabilities in all aspects of employment and program participation. Our organization extends this commitment to external individuals, ensuring equitable access to programs, activities, and services.

We are dedicated to providing reasonable accommodations to qualified individuals with disabilities to enable their full participation unless doing so would pose an undue hardship on our organization, create a direct threat to health or safety, or is otherwise not required by law.

Our Commitment

Individuals seeking a reasonable accommodation are encouraged to notify Clean Water Action | Clean Water Fund of their needs. We will work collaboratively to identify and implement reasonable accommodations.

Reasonable Accommodation

A reasonable accommodation is a modification or adjustment to a program, service, or activity that enables qualified individuals with disabilities to participate fully. We will consider all reasonable requests for accommodations, provided they do not pose an undue hardship or create a direct threat to the health or safety of others.

Requests for accommodation should be made in advance whenever possible by contacting our Non-Discrimination Coordinators.

Determining Accommodations

Clean Water Action | Clean Water Fund will collaborate with the individual to determine a solution.

Confidentiality and Support

Requests for accommodations will be treated confidentially, and disclosed only as permitted by law.

If you believe you have been denied reasonable accommodation or have questions about this policy, please contact our Non-Discrimination Coordinators:

Michelle Dueñas, Human Resources Manager

Phone: (586) 636-1317

Email: mduenas@cleanwater.org

LeWanda Gipson, Chief Financial and Administrative Officer

Phone: (586) 280-5166

Email: lgipson@cleanwater.org

We are committed to fostering an inclusive and equitable environment for all individuals and appreciate your support in ensuring accessibility and non-discrimination across all our operations.