**Americans with Disabilities Act (ADA) Policies for the National Association of Black Storytellers, Inc.**

**Website Statement**

The National Association of Black Storytellers (NABS) strives to ensure accessible communication for all people, in accordance with Title II of the Americans with Disabilities Act (ADA). Specific to its website, NABS provides information via text format that is compatible with screen reading devices used by people with visual impairments, and offers alternative accessible formats that are identified in a screen-readable format.

NABS will maintain updated directions, guidance and information regarding website accessibility, and welcomes feedback and suggestions to incorporate best practices.

**Policies Overview**

Although NABS does not operate from a self-owned facility, the organization’s ADA efforts include acknowledgment, understanding and support of people’s accessibility needs in compliance with ADA and state requirements. This includes requiring that any facility utilized for NABS programming maintains updated accessibility guidelines at the time of use. Additionally, NABS’ executive director and members of the Board of Directors will engage in accessibility training opportunities as part of a coordination team to ensure updated best practices, including implementation for the organization’s website, publications and marketing materials.

NABS is dedicated to building and strengthening inclusive, accessible platforms, and welcomes guidance from its members with disabilities in implementing best practices and policies.

**Policy A.1** The National Association of Black Storytellers, Inc. (NABS) does not discriminate on the basis of disability in admission or access to, treatment of or employment in, its services, programs or activities. Upon advance request, accommodation will be provided to allow individuals with disabilities to participate in NABS services, programs, and activities*.*

**Policy A.2** NABS Board of Directors will create a coordination team to facilitate compliance with the Americans with Disabilities Act of 1990 (ADA), as required by Section 35.107 of the U.S. Department of Justice regulations, and to coordinate compliance with Sections 504 and 508 of the Rehabilitation Act of 1973. The team may supervise support staff and volunteers, and do other related duties as required.

While the above laws mandate equal access to people with disabilities, NABS makes it a priority to coordinate program spaces and environments that embrace the spirit of the law ensuring an optimal experience for all.

**Policy B.1.** The National Association of Black Storytellers, Inc. (NABS) currently operates with one full-time staff member. Applications for volunteers or employment shall contain disability awareness statements, including essential and marginal functions of the job or volunteer duties.

**Policy B.2.** NABS will review its accessibility policies annually and update as recommended.

**Policy B.3.** NABS remains committed to collaboration with and appropriate support for artists with physical and hearing disabilities. Updated applications will reflect inquiry into accessibility needs.

**Policy C.1.** Communication protocols will include:

1. Accessibility symbols for rented facilities on printed and digital materials.
2. Large print publications as requested using 18 pt. font, double-spaced and on high contrast backgrounds.
3. Braille services offered upon advance request.
4. Offering sign language interpretation for major public programming.
5. Offering captioning for virtual programming.
6. Provision of a computer disk upon request.
7. Accessibility requests should be provided to NABS by no less than 30 days prior to an event.

**Policy D.1.**  Marketing and logistics protocol will include:

1. Identifying ADA services when advertising events.
2. Updating and maintaining an ADA-compliant website.
3. Providing early entrance for people with disabilities and their guests.