

## **LA STATE BOXING & WRESTLING COMMISSION**

**ADA - 1**

**09/30/2022**

**SUBJECT: AMERICANS WITH DISABILITIES ACT (ADA)**

### **I. POLICY**

The LA STATE BOXING & WRESTLING COMMISSION is fully committed to ensuring compliance with the requirements of the Americans with Disabilities Act and its Amending Act of 2008 (collectively ADA) and Louisiana Revised Statute 46:2594. This includes engaging in the interactive process and providing reasonable accommodations to qualified individuals with a disability for purposes of:

- Participating in the application and interview process;
- Performing the essential functions of the job;
- Providing equal opportunity to access the benefits and privileges of employment;
- Ensuring effective communication, through the provision of auxiliary aids and services, for individuals with speech, hearing or vision impairments; and/or
- Providing equal opportunity to access the agency's programs, services, activities and facilities.

### **II. APPLICABILITY**

This policy applies to all LA STATE BOXING & WRESTLING COMMISSION employees, applicants for employment, and members of the general public that receive services from LA STATE BOXING & WRESTLING COMMISSION.

### **III. ACCOMMODATION REQUEST PROCEDURE**

It is the responsibility of the qualified individual with a disability to request a reasonable accommodation(s) when needed. To do so, the individual may initiate a request either verbally or in writing to the Agency ADA Coordinator, whose name and contact information is provided below:

Name: ADDIE L. FIELDS  
Section: ADMINISTRATION  
Address: 1020 RICHMOND DR., METAIRIE, LA 70003  
Phone #: (504) 51-2845  
Email: ALFIELDS@OUTLOOK.COM

Upon receipt of an accommodation request, the ADA Coordinator is responsible for engaging in the interactive process with the Requestor to evaluate and determine an

appropriate resolution. Documentation of the interactive process shall be maintained by the ADA Coordinator, including: the accommodation requested and discussed; any equally effective accommodation(s) identified; business reasons for decisions made; and action taken on the accommodation request. This documentation is necessary in order to satisfy annual reporting requirements pursuant to La. R.S. 46:2596.

#### IV. INTERNAL COMPLAINT PROCEDURE

Individuals with disabilities may file an internal complaint regarding the disposition of an accommodation request or asserting any action that would be prohibited by the ADA. Complaints may be elevated to CHAIRMAN ANTHONY "BUDDY" EMBANATO, by writing to: 506 N. 17<sup>TH</sup> ST., MONROE, LA 71201; or calling (318) 362-4529.

#### V. PROTECTIONS

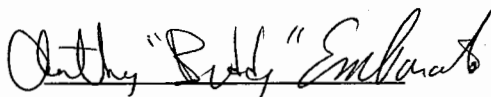
No individual shall be discriminated or retaliated against, coerced, intimidated, threatened, harassed or interfered with for:

- Making an accommodation request;
- Opposing any act or practice made unlawful by the ADA;
- Filing a charge, testifying, assisting or otherwise participating in an investigation, proceeding or hearing to enforce any provision of the ADA;
- Aiding or encouraging another individual in the exercise of any right granted or protected by the ADA; or
- Having a family, business, social or other relationship or association with an individual with a known disability.

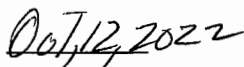
#### VI. PUBLIC NOTICE

To ensure accessibility by all interested persons, this policy is available on the LA STATE BOXING & WRESTLING COMMISSION'S public website located at LOUISIANABOXING.ORG.

#### AUTHORIZED BY:



ANTHONY "BUDDY" EMBANATO



DATE