



CORRECTIONS MEDICINE
Americans with Disabilities Act (ADA)
ACA Standard: 3 – ALDF – 5F – 03

Effective: July 2017
Revised: July 2019
Reviewed: April 2019

Policy Number:
CM-00a

- I. **PURPOSE:** To provide service to all inmates and staff, regardless of his/her disability
- II. **POLICY:** Saint Louis County Department of Public Health Corrections Medicine will provide fair and equal opportunities to inmates and staff, regardless of their disability or handicap.
- III. **DEFINITIONS:**
- **ADA** – United States Americans with Disability Act
 - **Disability** – Any physical or mental condition which restricts or impairs the normal functions of the body
 - **DPH** – Saint Louis County Department of Public Health
 - **Qualified** – An individual who meets all the qualifications of employment and whose disability does not restrict him/her from completing all necessary functions.
 - **T.D.D.** – *Telecommunications Device for the Deaf* is a teletype device which allows the deaf or hearing impaired to communicate over the phone system
 - **T.T.Y.** – *Tele-Typewriter* is the older model of the T.D.D. and operates in the same manner.
 - **Video Phone** – The video relay phone allows a deaf or hearing-impaired person to communicate through internet connection and visually see an interpreter who then contacts the hearing user via standard phone line.
- IV. **RESPONSIBILITY:** All Corrections Medicine staff are responsible for the content of this policy and procedure as well as adherence to the policy.
- V. **PROCEDURE:**
- A. Employment:
1. Corrections Medicine shall support fair and equal employment opportunities for all qualified persons, regardless of disability or handicap.
 2. Corrections Medicine shall make reasonable accommodations and/or modifications to work areas for qualified persons with disabilities.
 3. Corrections Medicine shall not discriminate against any qualified person regarding compensation and/or promotion, regardless of the disability.
 4. If an employee has a work restriction that is determined to be a permanent work restriction, the employee or the employer can request initiation of the ADA Interactive

Process. This is coordinated through the DPH Human Resources Director and the ADA Coordinator. The ADA Coordinator will assess the essential job duties and determine if the employee is able to perform essential job duties with the work restrictions related to the employee's disability.

B. Patients:

1. Corrections Medicine shall provide medical care and services to all inmates, regardless of any physical or mental disability.
2. Mentally or physically disabled inmates shall be assessed by mental health staff and/or medical staff to determine any special needs related to their disability.
3. Reasonable measures will be taken to accommodate the inmate's disability so that medical and mental health care is accessible to them. This will be coordinated with Justice Services so that all safety and security concerns are also addressed.
4. A T.D.D or T.T Y phone is available for deaf or hearing impaired inmates. Interpreter services are also available for other language barriers.
5. If a patient believes his or her needs related to their disability are not met, that individual can file an ADA grievance. (See Justice Services Policy 124)