



## USA Climbing ADA Medical Accommodation Policy

*USA Climbing does not tolerate discrimination on the basis of race, color, religion, age, gender, sexual orientation, or national origin. USA Climbing believes that every athlete should be allowed to compete in a respectful, safe and harassment-free environment. USA Climbing also believes that every athlete should be allowed to participate in fair competition in accordance with USA Climbing's rules, policies, and mission.*

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### PROCEDURE TO INITIATE A REQUEST

1. The individual requesting the accommodation must fill out the [Medical Accommodation Request Form](#).
  2. The individual requesting the accommodation must UPLOAD the completed Medical Accommodation Form and must attach a letter or other official documentation from their personal treating physician or other medical professional they have identified. The letter or document must contain a description of competitor's medical diagnosis. Follow these steps to complete the request:
    - a. Go to [USA Climbing Member Portal](#)
    - b. Log into the appropriate account
    - c. Select the appropriate member profile
    - d. Select "Documents"
    - e. Select "Add Document"
    - f. Select type of document (Accommodation Request Documentation) from the drop-down list.
    - g. Upload document
    - h. To add additional documents repeat steps d — g
    - i. After documents have been uploaded, **SEND AN EMAIL** to [accommodation@usacimbing.org](mailto:accommodation@usacimbing.org) with notification of the submission
  3. Review will begin once USAC has received all relevant documentation and a notification email from the individual requesting the accommodation.
  4. A reply will be sent to the individual requesting the accommodation with a decision at which time the regional/divisional coordinators will also be informed.
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### ACCOMMODATION POLICY

Individuals must submit requests for accommodations due to an asserted disability, to USA Climbing no later than 30 days prior to an event or the open of registration for a subsequent event for which the individual has qualified. If a request is made within the 30-day timeframe, USAC will make best efforts to review and reply to the request. The request must be specific to a competition and event discipline or activity at the relevant competition.

## **DETERMINATION OF DISABILITY, UNDER THE AMERICANS WITH DISABILITIES ACT (ADA)**

The VP of Sport at USA Climbing shall forward the individual's request and notify the Accommodations Working Group that the requesting individual's medical documentation is ready for review in their secure portal. Other relevant group(s) may be consulted (e.g., Rules Committee, Medical Committee, DEI Committee, Judges Committee, Jury President, etc.) during review. If consulting other groups within USA Climbing, in determination of disability, only relevant information will be shared. This body will evaluate and report back to the VP or Sport on whether the individual is disabled within the meaning of the [ADA criteria](#).

## **REASONABLENESS OF REQUEST**

If it is determined that the athlete is disabled pursuant to ADA guidelines, a decision will be made as to whether the requested accommodation is reasonable on its face, in relation to the disability and the nature of the accommodation requested. The essential question will be whether the requested accommodation "for a particular person's disability would be reasonable under the circumstances"?

In making this determination, USA Climbing will receive comment from the Accommodations Working Group on what, if any, hardship providing the accommodation would cause the competition. If the Accommodations Working Group, in consultation with USA Climbing, determines that the request is unreasonable, then the request for the accommodation will be denied. Criteria for denial of requested accommodations are:

1. Will the accommodation fundamentally alter the sport?
2. Will the accommodation impose undue financial or administrative burdens?
3. Will the accommodation present a risk to safety or health of the disabled person or other participants?

## **CONFIDENTIALITY**

The accommodation request process will be treated in a strictly confidential manner. It may be necessary for a representative of USAC to review personal medical information supplied by the requesting individual and/or their medical provider. All medical information obtained in connection with the accommodation request process shall be kept confidential, and used solely to determine the individual's eligibility for accommodations under the ADA.

An athlete may be subject to further individual review. USA Climbing has the authority to request and receive from an athlete (or the athlete's legal guardian) additional relevant information and/or documentation to determine adherence to this Policy.

## **APPEAL**

An individual who has been determined not to be entitled to an accommodation, may appeal that decision in accordance with the USA Climbing [Grievance Policy](#). The USA Climbing Grievance Policy, as administered by the USA Climbing Judicial Committee, sets forth several kinds of grievances/appeals that may be filed with USA Climbing. A USA Climbing member may submit a grievance/appeal by way of the Grievance Policy if, for example, they believe USA Climbing has not adhered to USA Climbing Bylaws, Rules, and Policies.

**External References:** [USA Climbing Rulebook](#), [USA Climbing Policies](#)

<b>Approvals/Dates:</b>	
<b>Approved</b>	USA Climbing CEO and Board of Directors 2023.09.26
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<b>Review</b>	yearly

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