

Kiwi Country Day Camp Disability Policy

Kiwi Country Day Camp (the “Camp”) is committed to making its programs and activities available on a nondiscriminatory basis. The Camp will not discriminate against any individual on the basis of disability, including a child with diabetes, with regard to the full and equal enjoyment of its programs, services, or activities. The Camp will make reasonable modifications for children with diabetes, both applicants and those already enrolled, on a case by case basis, to permit them to participate in its programs, services, or activities, unless the Camp can demonstrate that making the modifications would fundamentally alter the nature of its programs, services, or activities.

The Camp recognizes that children with insulin-dependent diabetes may require assistance with diabetes management. The management regime for each child with diabetes may be different and therefore one policy cannot dictate the particular protocol for all individuals.

Individualized Assessment and Reasonable Modification

The Camp will provide this Policy on its website and will prominently display this Policy on the Camp’s campus. When informed that a child with disabilities has applied to the Camp, the Camp will provide the parent/guardian of such child notice of this Policy, and the Camp will provide a written copy of this Policy upon request.

Absent extenuating circumstances, within 4 weeks prior to the first day of each Camp season, the Camp will individually assess the needs of each child with disabilities, including children with diabetes, on a case-by-case basis and work with families to provide reasonable modifications in accordance with this Policy and applicable laws. To this end, the Camp will assess the level of assistance or supervision that is necessary to make a reasonable modification and to provide assistance that is appropriate and consistent with each child’s needs. To the extent a camper with diabetes needs to have their glucose levels monitored, the Camp will make reasonable accommodations, which may include permitting Camp staff to use their cell phones or other electronic devices to track the camper’s glucose levels. The Camp may request additional information or guidance from the child’s healthcare provider or parents/guardians as necessary.

If an agreement cannot be reached for the Camp to provide reasonable modifications, the Camp will notify the parent/guardian in writing of its final determination. The determination will document which modifications the Camp will provide and which modifications it will not provide, demonstrating that the modification not provided would fundamentally alter the nature of its service, program, or activity.

Training

If a child with a disability enrolls in any session or program, the Camp will arrange for a qualified healthcare professional (which includes a social worker with training in disabilities management, including diabetes management) to provide training that enables the Camp to provide all care required to comply with applicable law to any staff who may be responsible for or may be working directly with a camper with a disability.

The training will include an overview of diabetes, general information on how to recognize signs and symptoms of hypoglycemia and hyperglycemia, how to get help quickly, and diabetic care practices related to glucose monitoring and regulating glucagon and insulin administration, including by insulin pump. The training will also include instructions to staff as to any required exceptions to the Team Guide with regard to the use of cell phones by staff to the extent required to provide the accommodations being extended.

Responsibilities of Parents and Guardians

Prior to enrollment, parents/guardians of a child with a disability, including diabetes, will be asked to provide the Camp promptly after a child's enrollment with information detailing the child's disability, the management thereof, and requests for reasonable modifications of policies, practices or procedures. If a medical disability, including diabetes, is diagnosed after enrollment, the child's parents/guardians will promptly inform the Camp and provide the Camp with information detailing the child's disability, the management thereof, and requests for reasonable modifications of policies, practices or procedures.

Parents/guardians of a child with a disability, including diabetes, who are seeking reasonable modifications of policies, practices or procedures on the basis of that disability will provide specific information about the child's disability and particular needs related to that disability to the Camp and will permit the child's personal health care providers to share information with staff and other health care personnel to assure the child's safety, proper management of the disability, and compliance with the child's particularized plan.