

ADA Accessibility Policy:

In accordance with the requirements of Title II of the Americans with Disabilities Act of 1990 ("ADA"), the Oral Surgery Specialists of Austin ("OSSA") will not discriminate against qualified individuals with disabilities on the basis of disability in its services, programs or activities.

OSSA does not discriminate on the basis of disability in its hiring or employment practices and complies with all regulations promulgated by the U.S. Equal Employment Opportunity Commission under Title I of the ADA.

OSSA will generally, upon request, provide appropriate aides and services leading to effective communication for qualified persons with disabilities so that they can participate equally in OSSA's programs, services and activities, including qualified sign language interpreters, and other ways of making information and communications accessible to people who have speech, hearing or vision impairments. OSSA will also provide disabled person's companions with auxiliary aids and services that are necessary to facilitate effective communication for in-office services for the disabled person.

Sign language Interpretation: It is the policy of OSSA to arrange for in-person sign language interpretation services upon request for members of the public who are Deaf or hard of hearing and require such services to participate in OSSA's services. OSSA will not require an individual with a disability to bring another individual to interpret for him or her.

OSSA shall not rely on an adult accompanying an individual with a disability to interpret or facilitate communication for the disabled person except 1) in an emergency involving an imminent threat to the safety or welfare of an individual where there is no interpreter available or 2) where the individual with a disability specifically requests that he accompanying adult interpret or facilitate communication, the accompanying adult agrees to provide such assistance, and the reliance on that adult for such assistance is appropriate under the circumstances.

OSSA will ensure that its website shall be designed to be accessible to users with disabilities in conformance with Web Content Accessibility Guidelines 2.0, Level AA or above (WCAG 2.0 AA+) so that all people, regardless of their physical, sensory, or cognitive differences, shall have

access to OSSA's electronic and other communications and related services.

OSSA will make all reasonable modifications to policies and programs to ensure that people with disabilities have an equal opportunity to enjoy all of its programs, services and activities. For example, individuals with service animals are welcomed in OSSA offices, even where pets are generally prohibited.

Anyone who requires auxiliary aides or services for effective communication, or a modification of policies and procedures to participate in a program, service or activity of OSSA, should contact the ADA/504 Coordinator as soon as possible, but no later than 48 hours before the scheduled event.

The Americans with Disabilities Act does not require OSSA to take action that would fundamentally alter the nature of its programs or services, or impose an undue financial or administrative burden.

Complaints that a program, service or activity of OSSA is not accessible to persons with disabilities should be directed to the ADA/504 Coordinator.

OSSA will not place a fee on a particular individual with a disability or any group of individuals with disabilities to cover the cost of providing auxiliary aids and services or reasonable modifications of policy.