



Oregon
Kate Brown, Governor

Department of Human Services
Office of Child Welfare Programs
500 Summer St. NE
Salem, Or. 97301



October 22, 2021

Child Welfare Contractors and Subrecipients,

Oregon Department of Human Services, Child Welfare is writing to all contractors and subrecipients to remind everyone the importance of the *disability nondiscrimination and reasonable accommodation requirements* of Title II of the Americans with Disabilities Act and Section 504 of the Rehabilitation Act.

Individuals with disabilities must be provided opportunities to benefit from or participate in child welfare programs, services, and activities that are equal to those extended to individuals without disabilities. This principle can require the provision of aids, benefits, and services different from those provided to other parents and prospective parents where necessary to ensure an equal opportunity to obtain the same result or gain the same benefit, such as family reunification.

This does not mean lowering standards for individuals with disabilities; rather, in keeping with the requirements of individualized treatment, services must be adapted to meet the needs of a parent or prospective parent who has a disability to provide meaningful and equal access to the benefit. In some cases, it may mean ensuring physical or programmatic accessibility or providing auxiliary aids and services to ensure adequate communication and participation, unless doing so would result in a fundamental alteration to the nature of the program or undue financial and administrative burden.

Oregon Child Welfare Transformation affirms the goal to ***Enhance our staff and infrastructure. Our Child Welfare transformation depends on a diverse, supported, skilled, respected and engaged workforce that reflects and embraces the communities we serve.***

Child Welfare may request plans and policies from contractors and subrecipients as necessary to address compliance with these requirements. It is recommended your internal policies and procedures are reviewed on a regular basis to ensure active compliance with the federal laws.

"Safety, health and independence for all Oregonians"
An Equal Opportunity Employer

For review you may want to consider the following resources:

Discrimination on the Basis of Disability:

- <https://www.hhs.gov/civil-rights/for-individuals/disability/index.html>
- <https://www.hhs.gov/sites/default/files/knowyourrights504adafactsheet.pdf>

ADA.gov Information on the ADA

- <https://www.ada.gov/>
- https://www.ada.gov/doj_hhs_ta/child_welfare_ta.pdf

Oregon Secretary of State Chapter 407 Division 5 Client Rights

- https://secure.sos.state.or.us/oard/displayDivisionRules.action;JSESSIONID_OA_RD=_ZqUHx3ZsASFduA1zxp5cOQa4qJPT4Rg1bXtEQWp19sTkWpi7lg8!1684782157?selectedDivision=1625

If you have any questions, please contact your Contract Administrator and they may assist you.

Respectfully,



Kevin George, MSW
Grants/Contracts Program Manager
Office of Child Welfare Programs
Oregon Department of Human Services