



# BRIGHTON AREA FIRE AUTHORITY

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## Frequently Asked Questions (FAQ) about Reasonable Accommodations for Individuals with Disabilities

### NOTICE

Brighton Area Fire Authority is committed to providing individuals with disabilities an **equal opportunity** to participate in and benefit from Brighton Area Fire Authority's programs, activities, and services.

Individuals may request **reasonable accommodations** from Brighton Area Fire Authority that they believe will enable them to have such equal opportunity to participate in our programs, activities, and services.

To request reasonable accommodations, contact Brighton Area Fire Authority's Fire Chief Michael O'Brian at 810-229-6640 or via email at [mobrian@brightonareafire.com](mailto:mobrian@brightonareafire.com).

### FREQUENTLY ASKED QUESTIONS (FAQ)

The following FAQ provides information on requesting reasonable accommodations in Brighton Area Fire Authority's programs and activities.

#### 1. **What is a reasonable accommodation in Brighton Area Fire Authority's program?**

A reasonable accommodation is a change or modification to afford a qualified individual with a disability full enjoyment of Brighton Area Fire Authority's programs or activities, unless modifications of policies, practices, and procedures would fundamentally alter the nature of the program, service, or activity, or result in undue financial and administrative burdens to Brighton Area Fire Authority.

#### 2. **How do I request a reasonable accommodation?**

If you need a reasonable accommodation, please contact Brighton Area Fire Authority's Fire Chief Michael O'Brian at 810-229-6640 or via email at [mobrian@brightonareafire.com](mailto:mobrian@brightonareafire.com).

#### 3. **Does my request for a reasonable accommodation need to be in writing?**

No, you do not need to put your request in writing, however, making a written request can be helpful documentation for ensuring that Brighton Area Fire Authority provides the desired accommodation. In addition, you do not need to use the specific words "reasonable accommodations" when making your request.



## **4. When should I request reasonable accommodation?**

You may request a reasonable accommodation from Brighton Area Fire Authority at any time. However, making the request in advance of a meeting, conference call, or visit will help ensure that Brighton Area Fire Authority is able to fulfill the request for an accommodation.

For certain requests, such as requests for sign language interpretation, Brighton Area Fire Authority requests at least two week's advance notice.

## **5. May someone request a reasonable accommodation on my behalf?**

Yes, anyone can request a reasonable accommodation on behalf of an individual with a disability who seeks to interact with Brighton Area Fire Authority staff or participate in its programs or activities.

## **6. What will Brighton Area Fire Authority do upon receiving my request for a reasonable accommodation?**

Brighton Area Fire Authority may contact you to obtain more information about your request and to better understand your needs. In addition, Brighton Area Fire Authority may review your request to determine:

- Whether the requested accommodation will be effective in allowing you to participate in the activity or program in which you are seeking participation;
- Whether the requested accommodation is reasonable, or an equally effective alternative to the requested accommodation is available; and
- Whether providing you with the requested accommodation would fundamentally alter the nature of Brighton Area Fire Authority's program or impose undue financial or administrative burdens on Brighton Area Fire Authority.

In addition, in some cases, Brighton Area Fire Authority may consult with you in an interactive process to determine on a case-by-case basis what accommodations can be made.

If Brighton Area Fire Authority determines that your requested accommodation would fundamentally alter the nature of the program or impose an undue financial or administrative burden, Brighton Area Fire Authority may deny your request. However, in the unlikely event that this occurs, Brighton Area Fire Authority will work with you to identify an alternative accommodation that allows you to effectively participate in Brighton Area Fire Authority's program, activity, or service.



**7. May Brighton Area Fire Authority request medical documentation from you after receiving your request for reasonable accommodation?**

No, Brighton Area Fire Authority may not request medical documentation after receiving your request for reasonable accommodation. Brighton Area Fire Authority's questions will be limited to understanding the barrier to your ability to participate in the program or activity in which you are interested and the nature of an accommodation that will remove this barrier.

**8. May Brighton Area Fire Authority charge you the cost of providing the reasonable accommodation?**

No, you are not responsible for the cost of an auxiliary aid or service Brighton Area Fire Authority provides to you.

**9. What are some examples of reasonable accommodations?**

There are many types of reasonable accommodations. Some examples of how Brighton Area Fire Authority provides reasonable accommodations include:

- Arranging for qualified sign language interpreters.
- Producing alternate formats of print materials in braille, large print, or in an electronic format.
- Providing remote conference captioning services.