

GREAT NORTHERN UNION CHORUS

Americans with Disabilities Access Plan

Great Northern Union Chorus ADA Policy Statement

The Great Northern Union Chorus welcomes participants (including singers and guest performers) and audience members with disabilities. The policy of the Great Northern Union Chorus ("GNU") is to ensure equal opportunity for all people to participate in and benefit from programs and activities of the GNU, regardless of race, gender, national origin, color, age, religion, sexual orientation, marital status or disability.

Background of ADA Policy Statement and Implementation Plan

This ADA Policy and Implementation Plan ("ADA Plan") is effective January 2014 and will be in effect until future amendments. This Plan has been approved annually by the GNU and again in 2021.

The GNU's Board of Directors, consisting of members of the Chorus, addresses ongoing accessibility issues for GNU members in reaching and attending performances and rehearsals. The GNU's current rehearsal, storage, and office space is fully accessible for GNU members.

The GNU's Board of Directors is also committed to ensuring that audience members with disabilities are able to freely attend and enjoy GNU performances.

The GNU anticipates that its ADA Plan will be reviewed at least annually to update and assess its utility.

Accessibility Implementation Plan Statements and Status as of December 2013

Policies and Management

1. The GNU will reasonably accommodate individuals with disabilities to participate in its programs and activities. Special arrangements will be made on an as-needed basis to ensure that this policy goal is met.
 - Status: This is an ongoing goal that shall be reviewed annually. Music is taught by a combination of printed sheet music and part-specific audio learning tracks. This method accommodates members with limited vision. The Chorus reviews access to performance venues prior to accepting invitations to perform and strives to accommodate all performers who require it.

2. The GNU shall not discriminate on the basis of disability against individuals with disabilities that desire to become members of the GNU, its Board of Directors, or any subcommittees of these groups.
 - Status: This is an ongoing goal that shall be reviewed annually. Currently, the GNU is in compliance.
3. The GNU will incorporate review of its ADA policy statement and implementation plan into its periodic strategic planning and will use its best efforts to ensure that ADA goals set forth in its strategic plan are met in a timely manner.
 - Status: The ADA Policy and Implementation Plan has been updated for calendar year 2021 and will be reviewed again in preparation for calendar year 2022.
4. The GNU welcomes feedback on accessibility issues from employees, Board members, GNU members, audience members or other individuals who wish to comment or provide feedback about accessibility issues. Concerns and feedback regarding accessibility issues can be communicated to the GNU through e-mail and in person, and reasonable accommodation, including a physically accessible meeting space shall be provided to any individual who wishes to convey suggestions to the GNU. Accessibility suggestions shall be considered promptly, and a response shall be provided to the individual making the suggestion or complaint, in writing or alternative format requested by that individual, within 30 days of the date of submission of the suggestion or concern. The GNU may consult with others, including, for example, Minnesota State Arts Board or VSA Arts Minnesota, regarding an appropriate response.
 - Status: Currently, the GNU is in compliance. The GNU's ADA Plan is posted on its website and is reviewed at least annually. Chorus members are encouraged to approach any member of the GNU Board of Directors with any concerns they have, including accessibility concerns.
5. The GNU shall post its ADA Plan on its website and information regarding accessibility accommodations in programs, newsletters and other communications with the public.
 - Status: The ADA Policy & Implementation Plan is posted on the GNU website. Information regarding accessibility accommodations will be provided in programs, newsletters and the like.
6. The GNU shall compile and maintain a file of accessibility resources to enable timely compliance with accessibility-related requests.
 - Status: This is an ongoing goal that shall be reviewed annually. Currently, the GNU is in compliance.
7. The GNU shall review the contents of the ADA Plan at least annually and shall revise it as deemed necessary by the organization to better meet its overall plan.
 - Status: This is an ongoing goal that shall be reviewed annually. Currently, the GNU is in compliance.

Programs and Activities

1. A copy of the GNU's ADA Plan will be posted to the GNU internal website annually and will thus be available to all its members. to all performers and musicians annually in their membership packets. It will also be available to interested individuals in the GNU office.
 - Status: The ADA Plan has been posted to the internal GNU member website and a notice has been sent to all members alerting them to this new version.
2. Upon request, within 14 days, the GNU will provide any of its written information in alternative formats including Braille, large print and audio tape.
 - Status: This is an ongoing goal that shall be reviewed annually. Currently, the GNU is in compliance.
3. The GNU will review its Website to identify compliance issues affecting visitors who are visually impaired, hearing impaired, or manually impaired.
 - Status: This is an ongoing goal that shall be reviewed annually. Currently, the GNU is in compliance.
4. The GNU shall strive to ensure that all members have transportation to all rehearsals and performances. Ride-share opportunities or other methods will be coordinated as needed for members who need assistance.
 - Status: This is an ongoing goal that shall be reviewed annually. Currently, the GNU is in compliance.
5. The GNU shall provide reasonable accommodations for performers that are unable to stand for extended periods of time.
 - Status: This is an ongoing goal that shall be reviewed annually. Currently, the GNU is in compliance. Currently, of the 95 members, none require assistance with extended periods of standing.
6. The GNU shall have a first-aid emergency kit available at self-sponsored performances and all rehearsals.
 - Status: The GNU has a first-aid kit.

Facilities

1. The GNU will ensure that its rehearsals and all self-sponsored performances are physically accessible to all individuals who desire to attend. Physical accessibility shall include parking, entrance areas, seating area and restroom areas.
 - Status: This is an ongoing goal that shall be reviewed annually. Currently, the GNU is in compliance.

2. The GNU shall raise the issue of accessibility in discussions with promoters or hosts who contract with the GNU to perform. The GNU will use its best efforts to ensure that all its performances in spaces not controlled by the GNU shall be physically accessible to all who desire to attend.
 - Status: This is an ongoing goal that shall be reviewed annually. Currently, the GNU is in compliance. The issue of accessibility is discussed during booking arrangements.