1.422 AMERICANS WITH DISABILITIES ACT (ADA)
1.422.05 Agency Responsibilities
A. The agency complies with the requirements established by the ADA and related USM and university policies.
B. The agency will provide training and information to all employees on recognition of various disabilities and the provision of appropriate police services to persons with disabilities.
C. The agency maintains a roster of organizations, support agencies, services, and individuals who may be contacted to provide guidance, support, and direct assistance in situations involving persons with disabilities.
D. The agency will afford people with disabilities the same access to programs, services, and employment provided all citizens. This includes, but is not limited to:
   1. Recognition of symptoms and appropriate medical and emotional support for people experiencing seizures;
   2. Sensitivity to and appropriate physical support in aiding people who are mobility challenged;
   3. Rapid access to interpreters for people with hearing and/or speech disabilities needing to communicate with police personnel;
   4. Twenty-four hour access to professional support systems for people with mental disabilities;
   5. Access to police information, programs, and publications for people who have impaired vision or hearing; and
   6. Recognition of differences between characteristics common to certain disabilities, e.g., epilepsy, diabetes, and deafness, and those associated with antisocial or criminal behavior or reaction to alcohol and drug abuse.
E. The agency will make information available to employees, through training and other sources, on various disabilities.
   1. The agency is responsible for informing employees of the characteristics of various disabilities and the needs of people who have them.
   2. Consideration in dealing with disabled persons will be given to those steps that will lead to a positive outcome while, at all times, maintaining employee safety.
F. Comprehensive directives cannot be written that address agency responses to all people with disabilities. Agency directives and training will guide employees in responding to and assisting those people with disabilities most commonly contacted.

1.422.10 Employee Responsibilities
A. Employees will take all steps reasonably necessary to assist people with disabilities in accessing the full range of services provided by the agency. This includes, but is not limited to:
   1. Communications accessibility for both emergency and routine situations;
   2. Access to agency programs;
   3. Response to routine calls for service;
   4. Response to emergency calls for service; and
   5. Response to criminal and disruptive behavior.
B. Officers will access appropriate support systems necessary to secure the rights of disabled individuals arrested by the agency.
C. Employees will not jeopardize their own safety or the safety of others in attempting to accommodate disabled persons.
   1. Officers will follow all applicable directives and standard techniques for arresting or detaining persons with disabilities.
   2. Persons whose disabilities effect muscular or skeletal systems may not be able to be restrained using handcuffs or other standard techniques.

3. Some persons with disabilities require physical aids, e.g., canes,