



ADA (Americans with Disabilities Act) Compliance Policy

Justice JONJY ANANTH LLC – Made Effective in 2021

WHEELCHAIRS AND OTHER POWER-DRIVEN MOBILITY DEVICES

People with mobility, circulatory, respiratory disabilities may use a variety of devices for mobility, such as walkers, canes, crutches, braces, or manually powered or powered wheelchairs primarily designed for use by people with disabilities. These devices including manually operated or power wheelchairs must be permitted in all areas where clients are allowed to go. There are power driven devices that are not necessarily designed for people with disabilities but are being used by some people with disabilities for mobility, which are termed as “Other power-driven mobility devices.” They may include scooters, golf carts, or other devices designed to operate in non-pedestrian areas.

Public accommodation must be made for other power-driven mobility devices to access the premises of Justice JONJY ANANTH LLC unless there is a demonstrable safety requirement that cannot be met. Such safety requirements must be based on actual risks, not on speculation or stereotypes about a particular class of devices or how they will be operated by individuals using them.

Justice JONJY ANANTH LLC will consider the following factors in determining whether reasonable modifications can be made to admit power driven mobility devices to the premises of Justice JONJY ANANTH LLC:

- The type, size, weight, dimensions, and speed of the device
- The volume of pedestrian traffic (which may vary at different times of the week, month, or year)
- The design and operational characteristics of the Justice JONJY ANANTH LLC premises, such as its square footage, whether it is indoors or outdoors, its placement of stationary equipment or devices, furniture, and whether it has storage space for the device if requested by the client.
- Whether legitimate safety standards can be established to permit the safe operation of the device
- Whether the use of the device creates a substantial risk of serious harm to the environment or natural or cultural resources or poses a conflict with Federal land management laws and regulations.

Justice JONJY ANANTH LLC staff may ask individuals using a power-driven mobility device for a credible assurance that the device is required because of a disability. This assurance may include, but not required, a valid State disability parking placard or other Federal or State-issued proof of disability. A verbal assurance from the individual with a disability that is not contradicted by observation of Justice JONJY ANANTH LLC staff is also considered a credible assurance. It is not permissible for Justice JONJY



ANANTH LLC staff to ask a client about their disabilities to obtain this credible assurance of individuals using a power-driven mobility device.

SERVICE ANIMALS

Service animal is defined as a dog individually trained to do work or perform tasks for an individual with a disability. The service performed by the dog must be directly related to the person's disability. Justice JONJY ANANTH LLC Staff may only ask 1. Is the animal required because of a disability and 2. What work or task has the animal been trained to perform? No proof of certification or medical documentation can be required as a condition of entry.

Service animals must be harnessed, leashed, or tethered unless these devices interfere with the work of the service animal or the individual's disability prevents them from using these devices. Individuals who cannot use such devices must maintain control of the animal through effective controls such as voice or signaling. Justice JONJY ANANTH LLC staff may exclude service animals only if 1. The dog is out of control and the handler cannot regain control or 2. The dog is not housebroken. If a service animal is excluded, the individual must then be allowed to enter the Justice JONJY ANANTH LLC premises without the service animal.

COMMUNICATING WITH CLIENTS

It is the responsibility of Justice JONJY ANANTH LLC staff to provide sign language, oral interpreter, or VRI service unless doing so in a particular situation would result in an undue burden, which means significant difficulty or expense as determined by the overall resources of Justice JONJY ANANTH LLC (rather than comparison to the fees paid by the client needing the interpreter). If a specific communications method would be an undue burden Justice JONJY ANANTH staff must be flexible to present an effective alternative if there is one, such as by exchanging handwritten notes to facilitate casual interactions or reading to a client who is blind.

READILY ACHIEVABLE BARRIER REMOVAL

Justice JONJY ANANTH LLC staff will remove architectural barriers in existing facilities when it is readily achievable to do so. Readily achievable means easily accomplishable without much difficulty or expense. This requirement is based on the size and resource of Justice JONJY ANANTH LLC so more barriers may be removed when there are more resources available to Justice JONJY ANANTH LLC than when there are fewer resources available to Justice JONJY ANANTH LLC. Readily achievable barrier removal may include:

- Providing an accessible route from the parking area to the business entrance
- Installing an entrance ramp
- Widening a doorway
- Installing accessible door hardware



- Repositioning shelves
- Moving tables, chairs, display racks, and other furniture.

When removing barriers, Justice JONJY ANANTH will comply with the Standards to the extent possible for example, where there is not enough space to install a ramp with a slope that complies with the standards, Justice JONJY ANANTH LLC may install a ramp with a slightly steeper slope. However, any deviation from the standards must not pose a significant safety risk.

Determining what is readily achievable may vary based on changing economic conditions and may force postponement of removing some barriers. The barrier obligation removal is a continuing one and it is expected that Justice JONJY ANANTH LLC will move forward with its barrier removal efforts when it rebounds from such downturns. For example, if barriers were identified under the 2010 or 1991 Standards but were not removed because they were not removable, Justice JONJY ANANTH LLC has a continuing obligation to remove these barriers when it has the financial resources to do so.

If barrier removal is not possible Justice JONJY ANANTH staff must be flexible to present an effective alternative if there is one, such as by providing mobile or curbside service.