



## Waldens Creek Fire & Rescue

2828 Goose Gap Road  
Sevierville, Tennessee, 37876  
(865) 429-8258  
Tim Baker, Fire Chief

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## NOTICE

The Waldens Creek Fire Department is committed to providing individuals with disabilities an equal opportunity to participate in and benefit from Waldens Creek fire Department programs, activities, and services.

Individuals may request reasonable accommodation from the Waldens Creek Fire Department that they believe will enable them to have an equal opportunity to participate in our programs, activities, and services.

To request reasonable accommodation, contact Assistant Chief Jon Lanier or Deputy Chief Donnie Shular at 865-429-8258, email [info@waldenscreekfire.org](mailto:info@waldenscreekfire.org), or submit an online request at [www.waldenscreekfire.org](http://www.waldenscreekfire.org).

### FREQUENTLY ASKED QUESTIONS (FAQ)

The following FAQ provides information on requesting reasonable accommodations in Waldens Creek Fire Department programs and activities.

1. **What is reasonable accommodation for a Waldens Creek fire Department program?** *A reasonable accommodation is a change or modification to afford a qualified individual with a disability full enjoyment of Waldens Creek Fire Department 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 the Waldens Creek Fire Department.*
2. **How do I request reasonable accommodation?** *If you need a reasonable accommodation, please contact Assistant Chief Jon Lanier or Deputy Chief Donnie Shular at 865-429-8258, email [info@waldenscreekfire.org](mailto:info@waldenscreekfire.org), or submit an online request at [www.waldenscreekfire.org](http://www.waldenscreekfire.org).*

3. **Does my request for 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 the Waldens Creek Fire Department 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 the Waldens Creek Fire Department at any time. However, making the request in advance of a meeting, conference call, or visit will help ensure that the Waldens Creek Fire Department is able to fulfill the request for accommodation. For certain requests, such as requests for sign language interpretation, the Waldens Creek fire Department requests at least two weeks’ advance notice.*
5. **May someone request reasonable accommodation on my behalf?** *Yes, anyone can request reasonable accommodation on behalf of an individual with a disability who seeks to interact with Waldens Creek Fire Department staff or participate in its programs or activities.*

**6. What will the Waldens Creek Fire Department do upon receiving my request for reasonable accommodation?**

*The Waldens Creek Fire Department may contact you to obtain more information about your request and to better understand your needs. In addition, the Waldens Creek Fire Department 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 the Waldens Creek Fire Department program or impose undue financial or administrative burdens on the Waldens Creek Fire Department. In addition, in some cases, the Waldens Creek fire Department may consult with you in an interactive process to determine on a case-by-case basis what accommodations can be made.*

*If the Waldens Creek Fire Department determines that your requested accommodation would fundamentally alter the nature of the program or impose an undue financial or administrative burden, the Waldens Creek fire Department may deny your request. However, in the unlikely event that this occurs, the Waldens Creek Fire Department will work with you to identify an alternative accommodation that allows you to effectively participate in Waldens Creek Fire Department programs, activities, or services.*

7. **May the Waldens Creek Fire Department request medical documentation from you after receiving your request for reasonable accommodation?** *No, the Waldens Creek Fire Department may not request medical documentation after receiving your request for reasonable accommodation. The Waldens Creek Fire Departments 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 the Waldens Creek Fire Department charge you the cost of providing reasonable accommodation?** *No, you are not responsible for the cost of an auxiliary aid or service [Recipient] provides to you.*

9. **What are some examples of reasonable accommodation?** *There are many types of reasonable accommodations. Some examples of how the WCFD provides reasonable accommodations include:*

- Arranging for qualified sign language interpreters*
- Providing on-site captioning*
- Producing alternate formats of print materials in braille, large print, or in an electronic format*
- Providing remote conference captioning services*
- Furnishing a temporary ramp to access the dais or other areas with one or more stairs to ensure accessibility for individuals who have physical disabilities and maybe using a wheelchair or walker.*

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