



Arts in Motion Studio (AiMS), West Michigan
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Statement of ADA Compliance (January 2019)

In accordance with the letter and spirit of the American with Disabilities Act (ADA) of 1990, Arts in Motion Studio (AiMS), West Michigan, commits to ensure that all individuals, – regardless of physical or cognitive ability or degree, extent, or nature of disability – have full access to, and are able to attend, participate in, and benefit from, all services, programs and activities provided by our organization at our primary location, our satellite locations, and in the community.

Our Philosophy on Program Access

At the heart of our mission is the goal of creating for individuals with disabilities unprecedented levels of access to the arts, that all persons might experience the transforming power of creation. To this end, every AiMS program is specifically designed around the faculties of each student to maximize their ability to attend, participate, and succeed. Equal care is given to ensure that our guests are able to attend and enjoy our students' performances and all the community activities we host throughout the year as we firmly adhere to a policy of using only accessible venues. With our own facilities, and whenever we're in a position to influence, we strive to incorporate universal design practices and principles, thereby increasing the usability of spaces, products and services for all while also limiting the need for stigmatizing "special accommodations."

Employment of Persons with Disabilities

Arts in Motion Studio is an equal opportunity employer in every respect. We comply with all federal and state laws concerning the employment of persons with disabilities and follow all regulations and guidance issued by the Equal Employment Opportunity Commission (EEOC). Our non-discrimination policy applies to all qualified individuals and includes the application process, hiring, advancement, discharge, compensation, training, and all other terms, conditions, privileges, and aspects of employment.

Accommodation Requests

Though we do try, we cannot anticipate every need that individuals with disabilities may have. If you plan to attend an AiMS activity or event and need an accommodation you feel we may have overlooked, we will welcome your call! Please give a week's notice, if possible. Just call and ask for Delight and we'll do our best to meet your access needs.

For more information about AiMS, our policies, or with any questions about access, please call and ask for Delight (616.446.1409), our Executive Director and ADA Compliance Coordinator.