



## NEWPORT NEWS REDEVELOPMENT AND HOUSING AUTHORITY

### REASONABLE ACCOMMODATION SECTION 504 POLICY

The Newport News Redevelopment and Housing Authority (NNRHA) is committed to operating all of its housing programs in a fair and impartial way. All core programs are open to all eligible individuals and families regardless of sexual orientation, gender identity, or marital status. NNRHA is committed to providing programs in a way that does not discriminate based on race, color, sex, national origin, religion, familial status, disability, elderliness, source of funds, sexual orientation, gender identity, and veteran status. No otherwise qualified person will be denied housing or otherwise discouraged from obtaining housing at NNRHA because of his/her race, color, sex, national origin, religion, familial status, disability, elderliness, source of funds, sexual orientation, gender identity, or veteran status.

Pursuant to Section 504 of the Rehabilitation Act, no qualified individual with disabilities will be excluded, solely on the basis of disability from participation in or the benefits of the program or activities administered by NNRHA. NNRHA will provide reasonable accommodations to all applicants, residents, and employees, who need such accommodations to be able to enjoy the benefits of the housing and employment provided by NNRHA. In addition, reasonable modifications will be provided to the structure and features of the apartments and public and common use areas of the property should such modifications be necessary to provide full enjoyment to the premises if such modifications do not result in an administrative and financial burden to NNRHA.

NNRHA will post a copy of this 504 Policy in the Administrative Office located at 227 27<sup>th</sup> Street, Newport News, VA 23607, on its website at [www.nnrha.com](http://www.nnrha.com) and in the management office in each public housing development. In addition, individuals may obtain a copy of this 504 Policy upon request from the NNRHA's 504 Coordinator. NNRHA will notify and advise residents of the 504 Policy.

#### **1. Definition of Disability**

Federal laws define a person with a disability as "any person who has a physical or mental impairment that substantially limits one or more major life activities; has a record of such impairment; or is regarded as having such an impairment." In general, a physical or mental impairment includes hearing, mobility and visual impairments, chronic alcoholism, chronic mental illness, AIDS, AIDS Related Complex, and mental retardation that substantially limits one or more major life activities. Major life activities include walking, talking, hearing, seeing, breathing, learning, performing manual tasks, and caring for oneself.