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# Spalding Community Service District

## POLICY HANDBOOK

**POLICY TITLE:** Policy on Unruh Civil Rights Act and ADA  
**POLICY NUMBER:** 5090.

### 5090.1 Policy Statement

The Spalding Community Service District is committed to providing full and equal accommodations, advantages, facilities, privileges, and services to all individuals, free from discrimination or harassment. This policy affirms the District's commitment to complying with the California Unruh Civil Rights Act (Civil Code § 51 et seq.) and the Americans with Disabilities Act (ADA) and all corresponding state and local accessibility laws.

### 5090.2 Scope

This policy applies to all aspects of the District's operations, including its physical premises, services, digital platforms, and interactions with the public.

**5090.3** No person shall be subjected to discrimination or unequal treatment on the basis of any protected characteristic, as defined in the Unruh Civil Rights Act.

**5090.4** The District will ensure that its facilities, services, and digital platforms are accessible to individuals with disabilities and will provide reasonable accommodations to qualified individuals, unless the accommodation would cause the District undue hardship.

**5090.5** The provisions of this policy are intended to comply with all requirements of the California Unruh Civil Rights Act and the Americans with Disabilities Act. To the extent that any other policy, procedure, or practice of the District conflicts with or provides a lower standard than the requirements of the Unruh Civil Rights Act or the ADA, the terms and protections of the Unruh Civil Rights Act and the ADA shall govern.