The American Occupational Therapy Association, Inc.

POLICY 5.14

Subject:	**Diverse and Inclusive Membership**	Effective:	**6/03**
		Revised:	**4/06, 4/11**
		Reviewed BPPC:	**1/03, 1/06, 1/11**
Code:	**RA Motion 2003M107, 2006C391, 2011AprC4**	Rescinded:	

PURPOSE: To state the Association's position that a diverse and inclusive membership is promoted and encouraged in Association membership, activities, documentation, publications, and presentations sponsored by the Association.

IT SHALL BE THE POLICY OF THE ASSOCIATION THAT:

1. The Association shall seek a diverse and inclusive membership.

2. The Association shall promote full participation in Association activities regardless of economic status, age, ethnicity, race, geography, disability, martial status, sexual orientation, gender, gender identification, religion, culture and political affiliation within the occupational therapy profession.

3. Appropriate Association documents and publications will include multicultural content and gender-neutral references.
   a. The Association shall not discriminate on the basis of economic status, age, ethnicity, race, geography, disability, martial status, sexual orientation, gender, gender identification, religion, culture and political affiliation, or any other basis proscribed by applicable law.
   b. Authors and editors of Association publications, and presenters at Association events, shall be advised that the Association encourages the use of gender-neutral language and multiculturally appropriate material.
   c. The term *chairperson* shall be used in place of *chairman* throughout the Association and Association documents.

4. There will be a waiver of membership fees for OTs and OTAs who have a permanent disability and are no longer employed due to the permanent disability.
   a. To qualify for the waiver, the OT or OTA must:
      i. have been a member at the onset of the present disability, and

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ii. provide satisfactory verification of the permanent disability and unemployed status by such means as the Social Security Administration, Veterans Administration, workers' compensation, or a qualified physician.

b. The waiver of membership fees is granted only at the time of membership renewal.

c. Membership waiver shall include full member benefits at no cost.

5. Individuals with disabilities will have access to events, activities, and services sponsored by the Association.

a. The Association shall encourage the participation of individuals with disabilities at Association-sponsored events.

b. The Association shall use facilities for events and activities that are accessible to and usable by individuals with disabilities, following ADA requirements.

c. The Association shall use information technology to communicate and provide services for events and activities that are accessible to and usable by individuals with disabilities.

d. The Association shall provide information to participants at events and activities regarding available resources to assist individuals with disabilities to participate whenever reasonably feasible.

e. Upon request, whenever feasible and within the Association's control, the Association will provide reasonable accommodations to persons with disabilities to assist them in arranging to participate in Association-sponsored events and activities.

f. The Association shall provide written notification to participants regarding their opportunity to request auxiliary aids and services in advance of the Association-sponsored event or activity.

g. The intent of this policy shall be communicated in appropriate promotional materials for Association-sponsored events and activities and communicated on the Association's Web site.