

Main Line Unitarian Church

Accessibility Policy and Companion Communications Policy

Accessibility Policy

Purpose

Main Line Unitarian Church (MLUC) is committed to ensuring that all people are welcomed and able to participate fully in the life of our congregation. Accessibility is an expression of our Unitarian Universalist values and our commitment to the inherent worth and dignity of every person.

Policy

MLUC intends to ensure that its communications, programs, worship services, meetings, educational offerings, social events, and other activities are accessible to all participants. Accessibility will be incorporated into planning from the outset and considered in decisions about facilities, technology, communications, programming, purchasing, and budgeting.

Communications

MLUC intends to ensure that its communications are accessible. Communications will use plain language where appropriate, readable fonts, sufficient color contrast, alt text for meaningful images, accessible document formats, captions for video, and formats compatible with assistive technology.

Programs and Events

MLUC intends to ensure that people with disabilities can participate fully in its programs and events. MLUC will provide reasonable accommodations based on participants' needs and the nature of the activity. Accommodations may include accessible meeting spaces, assistive listening technology, captioning, ASL interpretation, materials in alternative formats, and virtual participation options. Participants are encouraged to request accommodations in advance so that MLUC has adequate time to make arrangements; however, MLUC will consider requests made at any time.

Responsibilities

The Board affirms accessibility as an organizational value and intends to ensure that this policy is implemented throughout congregational life. Staff, committee chairs, ministry teams, and volunteers share responsibility for identifying and removing barriers. Accessibility will be considered during planning, budgeting, purchasing, implementation, and evaluation.

Continuous Improvement

MLUC will periodically review its communications, facilities, technology, and programs; seek input from people with disabilities; identify and remove barriers; and improve accessibility and inclusion. When a barrier cannot be removed immediately, MLUC will identify an appropriate interim accommodation and develop a plan for addressing the barrier.

Adopted: BOT, September 21, 2026