Good morning all,

As you are probably aware, Governor Pritzker has allowed Golf Courses to reopen as of today. With that said, we just want to send a friendly reminder to keep the ADA in mind when following the criteria/restrictions given. Below summarizes the main points to keep in mind:

Although IL DCEO requirements state: *“No golf carts may be used on course (either owned by golf club or privately owned), except individuals with a physical disability or physical limitations that prevent them from walking the course may rent a cart from the golf club”,* it does not state the requirements on how to determine whether your resident does, in fact, need a golf cart due to a physical disability or limitation.

* PDRMA recommends members follow the requirements of the Americans With Disabilities Act (ADA). The ADA requires places of public accommodation (like public golf courses) to make reasonable modifications/accommodations. Keeping COVID-19 in mind, the act does not require an entity to create a direct threat of safety to its employees or patrons or to place its employees in danger to implement a modification/accommodation.
* Avoid creating a blanket limitation “no golf carts will be given out, regardless or disability or limitation”, instead investigate other alternatives (i.e. rotating carts if enough are available, “touchless” disinfecting options)
  + This will protect you in the event someone claims a modification/accommodation request was denied under the ADA
* In the event that your agency cannot implement reasonable modifications/accommodations, make sure to document the options you considered, detailing why they were not feasible
* If your agency DOES find a reasonable and safe way to provide golf carts to those with a physical disability or limitation, employees will need to be trained accordingly (PDRMA does recommend you simply accept someone’s word even with the chance that someone could abuse the system -  as to eliminate additional/avoidable interactions between employees and patrons as well as an ADA claim of denial of requested modification/accommodation)
  + If you prefer otherwise, your agency could post a requirement that anyone requesting a golf cart must provide a healthcare note stating the support is needed. \***DO NOT**\* ask for diagnosis or nature of alleged physical disability
  + Keep any medical documentation received in a confidential location

For more information, please see the attached PDRMA document or contact your risk management agency.

Stay well,

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