



**DISCRIMINATION PROHIBITED:** Title III, Subpart B, Section 36.201 of the Americans with Disability Act prohibits discrimination on the basis of disability in the activities of places of public accommodations (“No individual shall be discriminated against on the basis of disability in the full and equal enjoyment of the goods, services, facilities, privileges, advantages, or accommodations of any place of public accommodation by any person who owns, leases (or leases to), or operates a place of public accommodation.”)

**REASONABLE ACCOMODATION:** Title III, Subpart B, Section 36.208 indicates that the ADA allows criteria or restrictions that exclude an individual with a disability if a) the restriction is addressing a direct threat to health or safety, and 2) if that person is offered “reasonable accommodation”.

**SMALL BUSINESS EXEMPTION:** Horsefeathers takes ADA compliance seriously, even though we are legally exempt from being required to be in compliance (Subchapter I, Section 12111.5.A. “employer means ... 15 or more employees ... each working day”). Examples would be ensuring our aisles are wide enough and having no stairs at the front entrance.

SARS-COV-2 remains a health and safety in the United States, so Horsefeathers maintains a “No Mask, No Service” policy. If you have a disability that prohibits you from wearing a mask, we will provide the reasonable accommodation is that you can email or call us to place an order. Please visit our website [www.shophorsefeathers.com](http://www.shophorsefeathers.com) for details.

Faking a disability so that you can get around a policy is disrespectful to every person with a disability, as well, it just is not very nice. In many states it is actually against the law! So please, don’t do it.