



Your Trusted
Water Resource

Reasonable Modification Policy and Procedure

The Guadalupe-Blanco River Authority (GBRA) is committed to providing individuals with disabilities an equal opportunity to participate in and benefit from Guadalupe-Blanco River Authority programs, activities, and services. Individuals may request reasonable modifications from Guadalupe-Blanco River Authority that they believe will enable them to have such equal opportunity to participate in our programs, activities, and services.

A reasonable modification is a change or modification to afford a qualified individual with a disability full enjoyment of Guadalupe-Blanco River Authority programs or activities, unless modifications of policies, practices, and procedures would fundamentally alter the nature of the program, service, or activity, or result in undue financial and administrative burdens to Guadalupe-Blanco River Authority.

Notice to Program Beneficiaries

- Individuals needing accommodations may contact the Administration Division – Human Resources Department through one of the following manners:
 - In Person: Guadalupe-Blanco River Authority, 2225 E. Common Street, New Braunfels, Texas 78130
 - By Phone: (830) 379-5822
 - By Email: hr@gbra.org
- Additional information may be obtained by accessing GBRA's website at www.gbra.org.
- Resources have been provided to designated GBRA team members to adequately assist persons with limited English proficiency.
- The requestor will not be responsible for the cost of reasonable accommodation requests.

Accepting and Responding to Requests for Reasonable Modifications

- Upon receipt of a request for accommodations, the Administration Division – Human Resources will log the request and seek out available options in order to address the accommodation request.
- A response will be provided to the individual as soon as reasonably possible.
- To the extent allowed by law, the confidentiality of the individual will be protected and any personally identifiable information (PII) will be properly secured.