

The American Occupational Therapy Association, Inc.

**POLICY 5.14**

Subject: **DIVERSE AND INCLUSIVE MEMBERSHIP**      Effective: **6/03**  
Revised:  
Reviewed BPPC: **1/03**  
Code: **R.A. Motion 2003P107**      Rescinded:

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

**IT SHALL BE THE POLICY OF THE AOTA THAT:**

1. The Association shall seek a diverse and inclusive membership.
2. The Association shall promote full participation in Association activities regardless of race, gender, disability, physical appearance, age, religion, ethnicity, nationality, sexual orientation, or level within the occupational therapy profession.
3. There be a waiver of membership fees for OT 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
    - 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. No partial period of waiver will be made.
  - c. Membership waiver shall include basic membership fee and one special interest section.
4. Individuals with disabilities 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 utilize facilities and information technology to communicate and provide services for events and activities that are accessible to and usable by individuals with disabilities.
  - c. The Association shall provide information to participants at events and activities regarding available resources to assist individuals with disabilities to participate whenever reasonably feasible.
  - d. Upon request, the Association will provide reasonable accommodations to persons with disabilities to assist them in arranging to participate in Association sponsored events and activities.
  - e. 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.
  - f. The intent of this policy shall be communicated in appropriate promotional materials for Association sponsored events and activities and communicated on the Association's website.
5. Appropriate Association documents and publications will include multicultural content and gender-neutral reference.
  - a. The Association shall not discriminate on the basis of gender, race, ethnicity, religion, national origin, sexual orientation, age, disability, or 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.

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Aimee J. Luebben, EdD, OTR/L, FAOTA  
Secretary

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Date