



Inclement Weather Policy

On the first day of the weather event, we will follow the Shawnee Mission School District. If SMSD announces a weather-related closure, Down Syndrome Innovations will automatically close, all services will be canceled, and our campus will be closed. Parents will be notified of the cancellation by email no later than 7:00 a.m., and an announcement will be posted on our social media channels.

For **any subsequent days**, the DSI leadership team will make an internal decision that is best for our community and communicate directly with families and staff. A decision will be made by 6:30 a.m., with parent notifications sent no later than 7:00 a.m.

There may be situations where a **delayed start** is the best option. In these cases, DSI may adjust our opening time and the start of services to ensure staff can arrive safely, walkways can be cleared, and proper staff-to-participant ratios are in place. (For example, a delayed start time may be 10:00 a.m.) For a delayed start day, a decision will be made by 6:30 a.m., and parent notifications will be sent no later than 7:00 a.m.

If **weather conditions worsen during the day**, DSI may close the office early. In some cases, daytime services may continue while a decision is made to cancel evening services based on the timing and severity of incoming weather.

Honoring Caregivers' Decisions for Safety

If our campus is open and services are resuming, but a parent is unable or uncomfortable transporting the participant, we support the decision to remain home and ask that the parent notify us early in the day.

Fee-for-Service

Refunds will not be provided for inclement-weather days unless a significant number of consecutive days result in our services and campus being closed. Individualized therapy services may have the opportunity to reschedule missed sessions; however, ACE services, therapeutic small groups, and other group services will not be rescheduled or made up.

Exceptions for Employment Support Services

Providing community-based employment services during inclement weather will be at the discretion of the employment staff, based on contributing factors, to ensure the safety of staff and clients. The Employment Team will communicate with the client and their caregiver(s) no later than the morning of the scheduled shift if an Employment Specialist is unable to support them or if alternative transportation is needed.

It is ultimately the client's responsibility to contact the employer if they miss a shift, but the employment staff can assist in ensuring effective communication with all parties involved. The employer is also entitled to cancel the shift if they feel the person needs support to be successful.

Connect and Communicate

During the winter weather season, parents and caregivers with loved ones enrolled in our services are encouraged to stay connected with the designated leader of your services at Down Syndrome Innovations and be attentive to your email.

We encourage direct communication with your service leader; however, you are welcome to call our main line at 913-384-4848 and select option 6 to speak to someone now. A DSI staff member will update you with timely information.

Revised 12.16.25