

## **NOTICE UNDER THE AMERICANS WITH DISABILITIES ACT**

In accordance with the requirements of Title II of the Americans with Disabilities Act of 1990 (“ADA”), Union County Government will not discriminate against qualified individuals on the basis of disability in its services, programs, or activities.

**Employment:** Union County does not discriminate on the basis of disability in its hiring or employment practices and complies with all regulations promulgated by the U.S. Equal Employment Opportunity Commission under Title I of the ADA.

**Effective Communication:** Union County will generally, upon request, provide appropriate aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in Union County’s programs, services, and activities, including qualified sign language interpreters, documents in Braille, and other ways of making information and communications accessible to people who have speech, hearing, or vision impairments.

**Modifications to Policies and Procedures:** Union County will make all reasonable modifications to policies and programs to ensure that people with disabilities have an equal opportunity to enjoy all of its program, services, and activities. For example, individuals with services animals are welcomed in Union County offices, even where pets are generally prohibited.

Anyone who requires an auxiliary aid or service for effective communication, or modification or policies or procedures to participate in a program, service or activity of Union County, should contact the ADA Coordinator listed below as soon as possible before a scheduled event.

The ADA does not require Union County to take any action that would fundamentally alter the nature of its programs or services, or impose an undue financial or administrative burden.

Complaints that a program, service, or activity of Union County is not accessible to persons with disabilities should be directed to the County’s ADA Coordinator.

Union County will not place a surcharge on a particular individual with a disability or any group of individuals with disabilities to cover the cost of providing auxiliary aids / services or reasonable modifications of policy, such as retrieving items from locations that are open to the public but are not accessible to persons who use wheelchairs.

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