

HARD TOO READ? Using the key combination CTRL+ and CTRL- will zoom in and out.

Notice Under The Americans With Disabilities Act

The Americans with Disabilities Act (ADA) consists of five titles. Title I of the act prohibits discrimination against persons with disabilities in employment. Title II prohibits discrimination by state and local governments and requires that they ensure all facilities, services and information provided are accessible to persons with disabilities. Title III provides for nondiscrimination against persons with disabilities in public accommodations. Title IV of the acts bans discrimination in telecommunications. Finally, a fifth title in the statute contains miscellaneous provisions clarifying ADA's relationship to other laws and addressing such issues as health insurance. Enforcement of the ADA is the responsibility of the U.S. Department of Justice.

Employment: The City 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 Americans with Disabilities Act (ADA).

Effective Communication: The City will generally, upon request, provide appropriate aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in the City'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: The City will make all reasonable modifications to policies and programs to ensure that people with disabilities have an equal opportunity to enjoy all City programs, services, and activities. For example, individuals with service animals are welcomed in City offices, even where pets are generally prohibited.

Anyone who requires an auxiliary aid or service for effective communication, or a modification of policies or procedures to participate in a City program, service, or activity, should contact the Human Resources Department at 712-279-6200 (voice) as soon as possible but no later than two working days before the scheduled event.

The ADA does not require the City 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 City program, service, or activity is not accessible to persons with disabilities should be directed to the Human Resources Department at 712- 279-6200 (voice).

The City 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.