



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

**In accordance with the requirements of Title II of the Americans with Disabilities Act of 1990, the City of Maryland Heights will not discriminate against qualified individuals with disabilities on the basis of disability in its services, programs, or activities.**

**Employment:** The City of Maryland Heights 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 of Maryland Heights will generally, upon request, provide appropriate aids and services leading to effective communication for persons with disabilities so they can participate equally in its programs, services, and activities. This could include qualified sign language interpreters, documents in Braille, and other ways of making information and communications accessible to people who experience disabilities.

**Modifications to Policies and Procedures:** The City of Maryland Heights will make all reasonable modifications to policies and programs to ensure that people with disabilities have an equal opportunity to enjoy all its programs, services, and activities. For example, individuals with service animals are welcomed in our 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 ADA Coordinator as soon as possible and generally no later than 5 (five) business days before the scheduled event.

Complaints that a City program, service, or activity is not accessible to persons with disabilities should also be directed to the ADA Coordinator within 30 (thirty) business days after the complainant becomes aware of the alleged violation or problem.

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

The City of Maryland Heights 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.