

## **NOTICE**

### **AMERICANS WITH DISABILITY ACT**

#### **AND SECTION 504 OF THE REHABILITATION ACT OF 1973**

In accordance with the requirements of Title II of the Americans with Disabilities Act of 1990 (ADA), the City of Lufkin (the "City") will not discriminate against qualified individuals with disabilities in its services, programs, or activities.

The City does not discriminate based on 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.

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 available ways of making information and communications accessible to people who have speech, hearing or vision impairments.

The City will make all reasonable modifications to policies and programs to ensure that people with disabilities have an equal opportunity to enjoy all of its programs, services, and activities.

Anyone who requires auxiliary aids or services for effective communication, or a modification of policies and procedures to participate in a program, service or activity of the City, should contact the ADA/504 Coordinator/Director of Human Resources as soon as possible, but no later than 72 hours before the scheduled event.

The Americans with Disabilities Act 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 program, service or activity of the City is not accessible to persons with disabilities should be directed to the ADA/504 Coordinator. The City will not place a fee on a particular individual with a disability or any group of individuals with disabilities to cover the cost of providing auxiliary aids and 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.