

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

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

**Employment:** The City of Barre 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:** The City of Barre will generally, upon request, provide appropriate aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in City of Barre’s programs, services and activities.

**Modifications to Policies and Procedures:** The City of Barre 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. For example, individuals with service animals are welcomed in all City of Barre’s 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 program, service or activity of the City of Barre should contact the ADA Coordinator, Jeanne Galiano – HR Administrator at (802) 477-1471 as soon as possible but no later than seventy-two (72) hours before the scheduled event.

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

Complaints that a program, service or activity of the City of Barre is not accessible to persons with disabilities should be directed to the ADA Coordinator listed above.

No fee will be charged by the City of Barre to 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.