

ADA NOTICE

Notice Under the Americans with Disabilities Act and Section 504 of the Rehabilitation Act

In accordance with the requirements of Title II of the Americans with Disabilities Act of 1990 ("ADA"), as amended, and Section 504 of the Rehabilitation Act of 1973, the Town of Elizabeth will not discriminate against qualified individuals with disabilities on the basis of disability in its services, programs, or activities.

Employment: The Town of Elizabeth 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 Town of Elizabeth 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 Town of Elizabeth'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 Town of Elizabeth 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 (as specifically defined by the ADA) are welcomed in the Town of Elizabeth offices, even where pets are generally prohibited.

Anyone who requires an auxiliary aid or services for effective communication, or a modification of policies or procedures to participate in a program, services or activity of Town of Elizabeth, should contact the Town's ASA Coordinator, Michelle Oeser at 303-646-4166 or moeser@townofelizabeth.org, as soon as possible, but no later than seventy-two (72) hours before the scheduled event.

Accessibility assistance is also available by phone through the Federal Information Relay Service at 1-800-877-8339 or TTY/Voice Communication.

The ADA does not require the Town of Elizabeth 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, services, or activity of the Town of Elizabeth is not accessible to persons with disabilities should be directed to Michelle Oeser, 303-646-4166

Or moeser@townofelizabeth.org. Accessibility assistance is also available by phone through the Federal Information Relay Services at 1-800-877-8339 for TTY/Voice Communication.

The Town of Elizabeth 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.