

Town of Colma

ADA Public Notice

NOTICE UNDER AMERICANS WITH DISABILITY ACT

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

Employment: The Town 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 will generally, upon request, and without cost to the requestor, provide appropriate aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in the Town'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 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 Town 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 Town program, service, or activity, should contact the ADA Coordinator as soon as possible, but no later than two business days before the scheduled event.

The ADA does not require the Town to take any action that would fundamentally alter the nature of its programs or services or impose an undue financial or administrative burden on the Town.

Complaints that a Town program, service, or activity is not accessible to persons with disabilities should be directed to the ADA Coordinator.

The Town 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 using mobility devices.

Brian Dossey, ADA Coordinator
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