

Attachment A

Notice Under the Americans With Disabilities Act

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

Employment: Kalamazoo Charter Township 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: Kalamazoo Charter Township will generally, upon request, provide appropriate aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in Kalamazoo Charter Township’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: Kalamazoo Charter Township 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 Kalamazoo Charter Township 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 Kalamazoo Charter Township, should contact the office of **David Combs, at supervisor@ktwp.org or 269-381-8080 ext. 121** as soon as possible but no later than 48 hours before the scheduled event.

The ADA does not require Kalamazoo Charter Township 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 Kalamazoo Charter Township is not accessible to persons with disabilities should be directed to **David Combs, at supervisor@ktwp.org or 269-381-8080 ext. 121**.

Kalamazoo Charter Township 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.