

NOTICE UNDER THE AMERICANS WITH DISABILITIES ACT

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

Employment: **County of Kalamazoo** 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: **County of Kalamazoo** will generally, upon request, provide appropriate aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in **County of Kalamazoo** 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 County** 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 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 **County of Kalamazoo**, should contact the office of the ADA Coordinator, the **Kalamazoo County Administrator, 201 W. Kalamazoo Ave., Kalamazoo MI 49007** as soon as possible but no later than 4 business days before the scheduled event.

The ADA does not require the **County of Kalamazoo** 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 **County of Kalamazoo** is not accessible to persons with disabilities should be directed to:

ADA Coordinator
Kalamazoo County Administrator
201 W. Kalamazoo Avenue
Kalamazoo MI 49007

Complaints may also be submitted in person at any County office or on the County website at <http://www.kalcounty.com/ada.htm> by clicking on the grievance form and filling it out or by calling 269.384.8111.

County of Kalamazoo 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.