

## NOTICE UNDER THE AMERICANS WITH THE DISABILITIES ACT

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

**Employment:** Kaufman County 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:** Kaufman County will generally, upon request, provide appropriate aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in Kaufman County programs, services, and activities.

**Modifications to Policies and Procedures:** Kaufman 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. For example, individuals with service animals are welcomed in Kaufman County offices, even where pets are generally prohibited.

Anyone who requires auxiliary aid or service for effective communication, or a modification of policies or procedures to participate in a program, service, or activity of Kaufman County, should contact the office of **Shelley Tackett, ADA Coordinator, 972-376-4542, Human Resources Office, 100 North Washington Kaufman, Texas 75142** as soon as possible but no later than 72 hours before the scheduled event.

The ADA does not require Kaufman County 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 Kaufman County is not accessible to people with disabilities should be directed to **Shelley Tackett, ADA Coordinator, 972-376-4542, Human Resources Office, 100 North Washington, Kaufman, Texas 75142**.

Kaufman County 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 people who use wheelchairs.