



## NOTICE UNDER THE AMERICANS WITH DISABILITIES ACT (ADA)

In accordance with the requirements of Title II of the Americans with Disabilities Act of 1990 and the ADA Amendments Act of 2008, the Hinds County Board of Supervisors will not discriminate against individuals with Disabilities.

***Employment:*** The 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 II of the Americans with Disabilities Act.

***Effective Communication:*** The County will, upon request, provide appropriate auxiliary aids and services leading to effective communication for persons with disabilities so they can participate equally in the County's programs, services, and activities, including qualified sign language interpreters, documents in alternative formats, and other ways of making information and communication accessible to people with disabilities.

***Modifications to Policies and Procedures:*** The County will make all reasonable modifications to policies and programs to ensure that people with disabilities have an equal opportunity to enjoy all County programs, services, and activities. For example, individuals with service animals are welcomed in County offices, even where pets are generally prohibited.

Anyone who requires auxiliary aids or services for effective communication, or a modification of policies or procedures to participate in a County program, service, or activity, should contact the Hinds County Board of Supervisors ADA Coordinator at (601) 714-6347 as soon as possible but no later than 72 hours before the scheduled event.

The ADA does not require the 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 County program, service, or activity is not accessible to persons with disabilities should be directed to the Hinds County Board of Supervisors ADA Coordinator at (601) 714-6347.

The County will not place a surcharge on an 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.