

## **ARTICLE 2.2        AMERICANS WITH DISABILITIES ACT**

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

***Employment:*** Allegany 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.

[The complete Notice Under the Americans with Disabilities Act may be obtained from the Director of Human Resources.]

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**Effective Communication:** Allegany 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 Allegany County's programs, services, and activities including public meetings and hearings, 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.

**Facility Compliance:** Allegany County facilities are compliant with ADA regulations. Reasonable accommodations may be made for an individual with a disability, if requested. Requests for accommodations should be directed to Kristi D. Liller, Supervisor of Human Resources, 701 Kelly Road, Cumberland, Maryland, 301-777-2190 x 2.

Complaints that an Allegany County facility does not comply with ADA regulations, or that a reasonable accommodation was not provided should be directed to Kristi D. Liller, Supervisor of Human Resources, 701 Kelly Road, Cumberland, Maryland, 301-777-2190 x 2.

**Modifications to Policies and Procedures:** Allegany 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 including public meetings and hearings. For example, individuals with service animals are welcomed in Allegany County 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 Allegany County should contact Kristi D. Liller, Supervisor of Human Resources, 701 Kelly Road, Cumberland, Maryland, 301-777-2190 x 2, as soon as possible but no later than 48 hours before the scheduled event.

The ADA does not require Allegany 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 Allegany County is not accessible to persons with disabilities should be directed to: Kristi D. Liller, Supervisor of Human Resources, 701 Kelly Road, Cumberland, Maryland, 301-777-2190 x 2.

Allegany 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 persons who use wheelchairs.