



## **NOTICE UNDER THE AMERICANS WITH DISABILITIES ACT**

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

*Employment:* The City of Freeport 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:* The City of Freeport will generally, upon request, provide appropriate aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in the City of Freeport’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:* The City of Freeport 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 welcome in the City of Freeport 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 the City of Freeport, should contact Human Resources Manager Debra Milliman, 230 W. Stephenson Street, Freeport, Illinois 61032 or call (815) 235-2065 as soon as possible but no later than 48 hours before the scheduled event.

The ADA does not require the City of Freeport 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 City of Freeport is not accessible to persons with disabilities should be directed to Debra Milliman, 230 W. Stephenson St, Freeport, Illinois 61032 or call (815) 235-2065.

The City of Freeport will not place a surcharge on a particular individual with a disability or any group of individual with disability to cover the cost of providing auxiliary aids/service or reasonable modifications or policy, such as retrieving items from locations that are open to the public but are not accessible to persons who use wheelchairs.