



# NOTICE under the AMERICANS WITH DISABILITIES ACT

In accordance with the requirements of the Americans with Disabilities Act ("ADA"), Dane County does not discriminate against qualified individuals with disabilities on the basis of disability in its services, programs, or activities. For example:

- **Employment:** Dane 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:** So that qualified persons with disabilities can participate equally in Dane County programs, services, and activities, Dane County generally provides, upon request, appropriate aids and services leading to effective communication, 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:** Dane County makes 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 Dane County government offices, even where pets are generally prohibited.

Anyone who requires an accommodation (for example: an auxiliary aid or service for effective communication, or a modification of policies or procedures to participate in a Dane County program, service, or activity), should first contact the office of person in charge of said program, service or activity as soon as possible but no later than 48 hours before the scheduled event. Dane 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.

The ADA does not require Dane County to take any action that would fundamentally alter the nature of its programs or services, to take any action that would impose an undue financial or administrative burden, or to provide individually prescribed devices, personal devices (such as wheelchairs), or services of a personal nature such as feeding and toileting.

Complaints that a program, service, or activity of Dane County is not accessible to persons with disabilities should be directed to the ADA Coordinator: (608) 267-1520 or TTY (608) 266-4941.