

PUBLIC NOTICE OF ADA REQUIREMENTS

Public Notice

In accordance with the requirements of Title II of the Americans with Disabilities Act of 1990, the Montgomery County Engineer's Office will not discriminate against qualified individuals on the basis of disability in County Engineer Office services, programs or activities.

Employment: The Montgomery County Engineer's Office 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 Americans with Disabilities Act (ADA).

Effective Communication: The Montgomery County Engineer's Office 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 Montgomery County Engineer's Office's programs, services and activities and other ways of making information and communications accessible to people who have speech, hearing or vision impairments.

Modifications to Policies and Procedures: The Montgomery County Engineer's Office will make all reasonable modifications to policies and procedures to ensure that people with disabilities have an equal opportunity to enjoy all the Montgomery County Engineer's Office's programs, services and activities.

Anyone who requires an auxiliary aid or service for effective communication, or a modification of policies or procedures to participate in a Montgomery County Engineer's Office program, service or activity, should contact the ADA Coordinator as soon as possible but no later than 48 hours before the scheduled event. Requests should be submitted to: **Gary Shoup, ADA Coordinator**, 451 West Third Street, Dayton, Ohio 45422, Phone: (937) 225-6351, E-mail: shoupg@mcoho.org.

The ADA does not require the Montgomery County Engineer's Office to take any action that would fundamentally alter the nature of its programs, services, or impose an undue financial or administrative burden.

The Montgomery County Engineer's Office 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.