



NOTICE UNDER THE AMERICANS WITH DISABILITIES ACT AND SECTION 504

In accordance with the requirements of title II of the Americans with Disabilities Act of 1990 (“ADA”), and Section 504 of the Rehabilitation Act, the City of Columbia will not discriminate against qualified individuals with disabilities on the basis of disability in its services programs, or activities. This duty of nondiscrimination applies to all applicants, participants, beneficiaries, employees and other interested persons.

Employment: City of Columbia 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: City of Columbia will generally, upon request, provide appropriate aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in City of Columbia’s programs, services and activities, including qualified sign language interpreters, documents in Braille, and other ways of making information and communication accessible to people who have speech, hearing or vision impairments.

Modifications of Policies and Procedures: City of Columbia 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 welcomed in City of Columbia 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 City of Columbia, should contact **Adam Kruse, ADA Coordinator, by phone at (573) 817-5024 or by email at DisabilityServices@Como.Gov.** In order to assist staff in making the appropriate arrangements for your accommodation, please make your request as far in advance of the posted meeting date as possible.

The ADA does not require the City of Columbia 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 City of Columbia is not accessible to persons with disabilities should be directed to **Adam Kruse, ADA Coordinator, by phone at (573) 817-5024 or by email at DisabilityServices@Como.Gov.**

City of Columbia 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.