

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

**NOTICE IS HEREBY GIVEN**, That the Genesee County Legislature has adopted a policy statement pertaining to the Americans with Disabilities Act.

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

**Employment:** Genesee 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:** Genesee County will generally, upon advanced request, provide appropriate aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in Genesee County’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:** Genesee 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. For example, individuals with service animals are welcomed in Genesee 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 Genesee County government should contact the appropriate person responsible for the program or service. For access to programs or services contact should be made to the appropriate department head. For Public Hearings and regular meetings of the Genesee County Legislature requests for reasonable accommodations should be made to Pamela LaGrou, Clerk of the Genesee County Legislature. For individuals with disabilities, requests for reasonable accommodations should be made with at least five days’ notice before the scheduled event.

The ADA does not require Genesee 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 Genesee County is not accessible to persons with disabilities should be directed to:

Genesee County ADA Coordinator  
County Manager’s Office  
7 Main Street  
Batavia, New York 14020

Genesee 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.