

Notice Under the Americans with Disabilities Act

The City of Bozeman provides this notice in accordance with the requirements of Title II of the Americans with Disabilities Act of 1990 ("ADA"). The City of Bozeman ("City") will not discriminate against qualified individuals with disabilities on the basis of disability in employment, services, programs, or activities.

Employment: The City does not discriminate on the basis of disability in its hiring or employment practices and complies with all regulations promulgated by the United States Equal Employment Opportunity Commission under Title I of the ADA.

Effective Communication: The City will generally, upon request, provide appropriate aids and services leading to effective communication for qualified persons with disabilities so that qualified persons with disabilities can participate equally in City programs, services, and activities, including, but not limited to, 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. Primary consideration will be given to the request of the qualified individual with a disability unless another equally effective accommodation is available, or the use of the means requested would result in a fundamental alteration of the service, program, or activity, or represents an undue financial or administrative burden to the City.

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, should contact the office of the **City of Bozeman ADA Coordinator, Phone (406-582-3232), or email darnado@bozeman.net** as soon as possible but no later than 48 hours before the scheduled event.

Modifications to Policies and Procedures: The City will make all reasonable modifications to policies and programs to ensure that qualified persons with disabilities have an equal opportunity to enjoy and participate in all of the City's programs, services, and activities. For example, individuals with service animals are welcome in City offices, even where pets are generally prohibited unless the service animal's presence or behavior creates a fundamental alteration to

the program or service being provided or results in a direct threat to public safety. In addition, as a matter of policy, not compliance, the City will afford access to individuals, with or without a disability, accompanied by service animals-in-training subject only to the conditions and limitations established by law and similarly applicable to qualified persons with disabilities and their respective service animals.

To the extent possible, the City will ensure that physical facilities are usable by qualified individuals with disabilities. Where physical facilities cannot be made usable, overall program accessibility will be ensured.

Public meetings of all City agencies, including citizen boards and committees, shall be held at accessible locations and in such a manner that qualified people with disabilities may fully participate. The agenda for every public meeting for any agency shall clearly identify and provide the contact information for the City's ADA Coordinator.

Qualified people with disabilities shall not be discriminated against in participation on any citizen boards, commissions or task force.

All City offices and programs shall be accessible to users of TDD/TTY through the City's TDD/TTY number at 406-582-2301. In addition, any person may dial 711 and through the use a Telecommunications Relay Service (TRS) communicate with the City.

Complaints that a program, service, or activity of the City is not accessible to persons with disabilities shall follow the City's ADA Grievance procedure and should be directed to **City of Bozeman ADA Coordinator, Phone 406-582-3232, or email darnado@bozeman.net**.

The City will not place a surcharge on any qualified persons with a disability or any group of individuals with qualifying 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 the City to take any action that would fundamentally alter the nature of its programs or services, or impose an undue financial or administrative burden.