

## **NOTICE OF NONDISCRIMINATION**

### **Warren County, Indiana**

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

**Employment:** Warren County, Indiana 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 ADA.

**Effective Communication:** Warren County, Indiana 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 County of Warren, Indiana 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:** Warren County, Indiana 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 the County of Warren, Indiana offices, even where pets are generally prohibited.

**Request for Accommodation** Anyone who requires an auxiliary aid or service for effective communications, or a modification of policies or procedures to participate in a program, service, or activity of the Warren County, Indiana, should contact the office of Human Resources of Warren County ADA & TITLE VI Coordinator by calling 765-764-5880 as soon as possible but no later than 48 hours before the scheduled event.

**Undue Burden/Fundamental Alterations** ADA does not require Warren County, Indiana to take any action that would fundamentally alter the nature of its programs or services, or impose an undue financial or administrative burden.

**Grievances:** Complaints that a program, service, or activity of the Warren County, Indiana is not accessible to persons with disabilities should be directed to Jill Wilson, 765-764-5880 ADA/Title VI Coordinator.

**Surcharges** Warren County, Indiana 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.

Jill Wilson  
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