



NOTICE UNDER THE AMERICANS WITH DISABILITIES ACT

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

Employment: The City of Springfield 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: The City of Springfield will generally, upon request, provide appropriate aids and services leading to effective communication for persons with disabilities so they can participate equally in its programs, services, and activities. This could include qualified sign language interpreters, documents in Braille, and other ways of making information and communications accessible to people who experience disabilities.

Modifications to Policies and Procedures: The City of Springfield will make all reasonable modifications to policies and programs to ensure that people with disabilities have an equal opportunity to enjoy all its programs, services, and activities. For example, individuals with service animals are welcomed in our 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 the City of Springfield should contact the ADA COORDINATOR, Tom Mugleston, City of Springfield, 225 Fifth Street, Springfield, Oregon 97477, 541-726-3724, tmugleston@springfield-or.gov as soon as possible but no later than 48 hours before a public meeting or five (5) days before any other type of meeting or scheduled event.

Complaints that a City program, service, or activity is not accessible to persons with disabilities should be directed to the ADA COORDINATOR Tom Mugleston within 60 days of the alleged violation. Please use the ADA Complaint form to file your complaint or provide the necessary information to the ADA Coordinator.

Any individual not satisfied with the response to a request for reasonable accommodation or a complaint in regards to a City program, service or activities' accessibility may appeal for review with the City Manager within fifteen calendar days of receiving the initial response or decision.

The ADA does not require The City of Springfield to take any action that would fundamentally alter the nature of its programs or services, or impose an undue financial or administrative burden.

The City of Springfield 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.