

TOWN OF RUSSIAVILLE

Exhibit A

NOTICE OF PROGRAM & SERVICE ACCESSIBILITY

All programs, services and activities OFFERED BY THE Town, when viewed in their entirety, shall be readily accessible to individuals with disabilities, in accordance with the requirements of Title II of the Americans with Disabilities Act of 1990 (ADA) and Section 504 of the Rehabilitation Act of 1973.

Employment: The Town 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: Upon request, the Town will provide appropriate aids and services for qualified people with disabilities so they can participate equally in the Town's programs, services, and activities. This includes providing qualified sign language interpreters, documents in Braille, TTY/Relay telephone systems, and other ways of making information accessible to people who have speech, hearing, or vision impairments.

Modifications to Policies and Procedures: The Town will make all reasonable modifications to ensure that people with disabilities have an equal opportunity to enjoy Town programs, services, and activities. The Town will not charge individuals with disability or any group of individuals with disabilities to cover the cost of providing materials in alternate formats or for providing reasonable accommodations. The ADA does not require the Town to take any action that would fundamentally alter the nature of its programs or services, or impose an undue financial or administrative burden.

Make a Request: Anyone who wished to request materials in alternate formats or other accommodations in order to participate in the town program, service, or activity, should contact the responsible department or service provider as soon as possible, but no later than 48 hours before scheduled event.

Complaints that a Town program, service, or activity is not accessible to persons with disabilities should be directed to the ADA coordinator.