

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 Republic, Missouri** will not discriminate against qualified individuals with disabilities on the basis of disability in its services, programs, or activities.

Employment: The City of Republic 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 Republic will generally, upon request, provide appropriate aids and services leading to effective communication for persons with disabilities so they can participate equally in the City of Republic's programs, services, and activities, such as qualified sign language interpreters, documents in Braille or large print, and other ways of making information and communications accessible to people who experience disabilities.

Modifications to Policies and Procedures: The City of Republic 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 City of Republic 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 Republic should contact the ADA Coordinator, City of Republic, 221 N. Main Street, Republic, MO 65738, 417-732-3400, adacompliance@republicmo.com as soon as possible but no later than forty-eight (48) hours before a public meeting or five (5) days before any other type of scheduled event.

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

To help facilitate an accommodation in a timely manner and in accordance with Title II, Section 35.170 of the ADA, complaints that a program, service, or activity of the City of Republic is not accessible to persons with disabilities must be directed to the ADA Coordinator, David Brock, within 180 days of the alleged violation unless the time for filing is extended for good cause. Please use the ADA Complaint form to file your grievance or provide the necessary information directly to the ADA Coordinator.

The City of Republic will not place a surcharge on a particular individual or group of individuals to cover the cost of providing auxiliary aids and/or 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 may experience a disability.

Any individual not satisfied with the determination of a Request for Reasonable Accommodation in regards to accessibility of a City program, service or activity may appeal as authorized under the Request for Reasonable Accommodation appeal process with the City Administrator within thirty (30) calendar days of receiving the initial response or decision.