

## **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 Town of North Manchester will not discriminate against qualified individuals with disabilities on the basis of disability in its services, programs, or activities.

*Employment:* The Town of North Manchester 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 Town of North Manchester 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 Town of North Manchester’s programs, services, and activities.

*Modifications to Policies and Procedures:* The Town of North Manchester 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.

Anyone who requires an auxiliary aid or service for effective communication, or a modification of policies and programs to participate in a program, service, or activity of the Town of North Manchester, should contact *Miriah Tobias, 103 E Main Street, North Manchester, IN 46962, 260-982-9800*, as soon as possible but no later than 48 hours before the scheduled event.

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

Complaints that a program, service, or activity of the Town of North Manchester is not accessible to persons with disabilities should be directed to *Miriah Tobias, 103 E Main Street, North Manchester, IN 46962, 260-982-9800*. See Town of North Manchester’s Grievance Procedure.

The Town of North Manchester 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.