## County of Sacramento

## Notice of Compliance under ADA & California State Law

In accordance with the requirements of Title II of the Americans with Disabilities Act (ADA) of 1990, the Americans with Disabilities Amendments Act of 2008, the Fair Employment & Housing Act (FEHA), California Government Code Section 11135 and other applicable codes, the County of Sacramento does not discriminate against individuals on the basis of disability in its services, programs or activities.

**Employment:** The County does not discriminate on the basis of disability in its hiring or employment practices and will comply with the FEHA, as well as Title I of the ADA, including the regulations promulgated by the U.S. Equal Employment Opportunity Commission (EEOC), and the requirement to provide reasonable accommodations.

**Effective Communication*:*** The County will generally, upon request, provide appropriate aids and services leading to effective communication for qualified person(s) with disabilities, including sign language interpreters, documents in Braille and other alternate formats to ensure information and communication is accessible to people who have speech, hearing, vision, or cognitive impairments so they can participate equally in the programs, services and activities.

**Modification to Policies and Procedures:**The County will make reasonable modifications to policies and programs to ensure that people with disabilities have an equal opportunity to participate in all of its programs, services and activities. For example, individuals with service or emotional support animals behaving within applicable standards are welcome in offices and County facilities, even when pets are generally prohibited.

Anyone who requires auxiliary aids and services for effective communication, or a modification of policies or procedures to participate in a program, service or activity in the County should communicate with the responsible Department contact as soon as possible before the scheduled event.

The County does not place a surcharge on a particular individual with a disability or a group of individuals with disabilities to cover the cost of providing auxiliary aids and services or making a reasonable modification to a policy to create access.

Neither the ADA, nor State law requires the County to take action that would fundamentally alter the nature of its programs, activities or services or impose an undue financial or administrative burden. Complaints that a program, activity or service of the County is not accessible should be directed to the **ADA Coordinator:**

**Cori A. Stillson, Ph.D.**

**Manager, EEO/Disability Compliance**

**Sacramento County-wide ADA Coordinator**

**Department of Personnel Services**

**700 H Street, Suite 5720 (5th floor)**

**Sacramento, CA 95814**

**Main Disability Compliance Phone: (916) 874-7642**

**California Relay 711**

**FAX: (916) 874-7132**

**Email: dco@saccounty.net**