

NOTICE UNDER THE AMERICANS WITH DISABILITIES ACT (ADA)

In accordance with the requirements of title II of the Americans with Disabilities Act of 1990 ("the ADA"), Linn County, Iowa will not discriminate against qualified individuals with disabilities, on the basis of disability, in County services, programs, or activities.

Employment

Linn County 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

Linn County will generally provide, upon request, appropriate aids and services leading to effective communication for qualified persons with disabilities to provide for equal participation in Linn County's programs, services, and activities. Appropriate aids and services include qualified sign language interpreters, documents in Braille, and other ways of making information and communications accessible to people who have speech, hearing, or vision impairments.

Modifications to Policies and Procedures

Linn County will make all reasonable modifications to policies and programs to ensure that people with disabilities have an equal opportunity to enjoy all Linn County programs, services, and activities. For example, individuals with service animals are welcomed in Linn County offices 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 Linn County program, service, or activity should contact the Linn County ADA Coordinator at (319) 892-5000 or at ADA.Coordinator@linncounty.org as soon as possible, but no later than 48 hours before the scheduled event.

Linn County 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.

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

Complaints

Complaints that a Linn County program, service, or activity is not accessible to persons with disabilities should be directed to the ADA Coordinator at ADA.Coordinator@linncounty.org or

Linn County ADA Coordinator
935 Second Street SW
Cedar Rapids, IA 52404

