

NOTICE UNDER THE AMERICANS WITH DISABILITIES ACT

In accordance with the requirements of Title I and Title II of the Americans with Disabilities Act of 1990 (“ADA”), the City of Surprise will not discriminate against qualified individuals with disabilities in several areas, including employment, transportation, public accommodations, communication and access to local programs and services.

Employment: Title I of the ADA prohibits the City of Surprise from discriminating against qualified individuals with disabilities in job application procedures, hiring, firing, advancement, compensation, job training, and other terms, conditions, and privileges of employment.

Effective Communication: The City of Surprise will generally and upon request, provide appropriate auxiliary aids and other related services to people with disabilities to make sure that communication is effective. The city strives to assist in allowing persons with disabilities to participate equally in city programs, services, and activities. Other related support services can include qualified sign language interpreters, documents in Braille, and other ways of making information and communications accessible taking into consideration the person with disability’s choice of communication aid or service.

Modifications to Policies and Procedures: The City of Surprise will make all reasonable modifications to policies and programs to ensure that people with disabilities have an equal opportunity to enjoy all city programs, services, and activities. For example, individuals with trained and qualified service animals are welcome in city offices regardless if policy generally prohibits *pets* on site.

Anyone who requires an auxiliary aid or service for effective communication, or a modification of policies or procedures to participate in a city program, service, or activity, should contact the office of ***the appointed ADA Coordinator by calling (623) 222-3543 or email***

DAC@surpriseaz.gov as soon as possible but no later than 48 hours before the scheduled event.

The ADA does not require the city 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 city program, service, or activity is not accessible to persons with disabilities should be directed to ***the City’s appointed ADA Coordinator by calling (623) 222-3543 or email***

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The city 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.