

# Americans with Disabilities Act and Section 504 of the Rehabilitation Act of 1973 – ADA Policy and Public Notice



In accordance with the requirements of Title II of the Americans with Disabilities Act of 1990 (ADA), the City of La Vernia will not discriminate against qualified individuals with disabilities on the basis of disability in its services, programs, or activities.

The City of La Vernia 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.

The City of La Vernia 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 City of La Vernia's programs, services, and activities, including 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.

The city of La Vernia 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. For example, individuals with service animals are welcomed in the City of La Vernia's offices, even where pets are generally prohibited.

Anyone who requires auxiliary aids or services for effective communication, or a modification of policies and procedures to participate in a program, service, or activity of the City of La Vernia, should contact the ADA/504 Coordinator Madison Farrow (830) 779-4541 x5 as soon as possible, but no later than 48 hours before the scheduled event.

The Americans with Disabilities Act does not require the City of La Vernia 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 City of La Vernia is not accessible to persons with disabilities should be directed to the ADA/504 Coordinator Madison Farrow (830) 779-4541 x5.

The City of La Vernia will not charge a fee on a particular individual with a disability or any group of individuals with disabilities to cover the cost of providing auxiliary aids and 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.

## Contact Information

Madison Farrow, City Secretary  
ADA/504 Coordinator  
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