

## **Notice under the Americans with Disabilities Act**

The Town of Highland adopts the 2010 American with Disabilities Act Standards for Accessible Design and the 2005 Guidelines for Accessible Public Rights. In accordance with the requirements of Title II of the American with Disabilities Act of 1990 ("ADA"), the Town of Highland, will not discriminate against qualified individuals with disabilities on the basis of disability in its services, programs, or activities.

**EMPLOYMENT:** The Town of Highland 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 Highland will generally, upon request, provided appropriate aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in Town of Highland 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.

**MODIFICATIONS TO POLICIES AND PROCEDURES:** The Town of Highland will make all reasonable modifications to policies and programs to ensure that people with disabilities have equal opportunity to enjoy all of its programs, services, and activities. For example, individuals with services animals are welcomed in Town of Highland offices, even 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 program, services, or activity of the Town of Highland, should contact the office of **Ken Mika, ADA Coordinator, 3333 Ridge Road, Highland, IN 47322, (219) 838-1080**, as soon as possible but no later than 48 hours before the scheduled event.

The Town of Highland 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.