



## NOTICE UNDER THE AMERICANS WITH DISABILITIES ACT

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

**Employment:** The City 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:** Upon request, the City will endeavor to provide aids and services to qualified persons with disabilities to assist them in participating in City programs, services, and activities, including qualified sign language interpreters, documents in Braille, and other ways of making information and communications more accessible to people with speech, hearing, or vision impairments.

**Modifications to Policies and Procedures:** The City will make reasonable modifications to policies and programs to assist people with disabilities to engage in all of its programs, services, and activities. For example, individuals with service animals are welcomed in City 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, service, or activity of the City should contact the office of Carl Crawford, City of Duluth ADA Coordinator, City Hall, Room 407, 411 West First Street, Duluth, MN 55802, telephone: (218) 730-5291, as soon as possible but no later than 48 hours before the scheduled event.

The City will not charge individuals with a disability or any group of individuals with disabilities for 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 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 program, service, or activity of the City is not accessible to persons with disabilities should be directed to Carl Crawford, City of Duluth ADA Coordinator, City Hall, Room 407, 411 West First Street, Duluth, MN 55802, telephone: (218) 730-5291.