NOTICE UNDER THE AMERICAN WITH DISABILITIES ACT AND SECTION 504 OF THE REHABILITATION ACT OF 1973

In accordance with the requirements of title **II** of the Americans with Disabilities Act of 1990 ("ADA") and Section 504 of the Rehabilitation Act of 1973 ("Section 504"), the City of Fort Bragg does not discriminate against qualified individuals with disabilities on the basis of disability in its services, programs, or activities.

Employment: The City of Fort Bragg 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 City of Fort Bragg 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 Fort Bragg'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.

Modifications to Policies and Procedures: The City of Fort Bragg 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 Fort Bragg's 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 of Fort Bragg**,** should contact either the Director of Public Works (707-961-1592) or the Administrative Services Director (707-961-2843) as soon as possible but no later than 48 hours before the scheduled event. The ADA and Section 504 do not require the City of Fort Bragg 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 Fort Bragg is **not** accessible to persons with disabilities should be directed to either the Director of Public Works (707-961-1592) or the Administrative Services Director (707-961-2843)

The City of Fort Bragg 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: aid, 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.