

ADA Policy

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

A. Auxiliary Aids and Services

_____ will upon request, provide appropriate aids and services to ensure effective communication with individuals with disabilities so they can participate equally in _____ programs, services, and activities. _____ will ensure information and communications are accessible to individuals who have speech, hearing, or vision impairments.

The term "auxiliary aids and services" includes the following:

- 1) Qualified interpreters, note takers, computer-aided transcription services, written materials, telephone handset amplifiers, assistive listening devices, assistive listening systems, telephones compatible with hearing aids, closed caption decoders, open and closed captioning, telecommunications devices for deaf persons (TDD's), videotext displays, or other effective methods of making aurally delivered materials available to individuals with hearing impairments.
- 2) Qualified readers, taped texts, audio recordings, Brailled materials, large print materials, or other effective methods of making visually delivered materials available to individuals with visual impairments.
- 3) Acquisition or modification of equipment or devices; and other similar services and actions.

B. Reasonable Modifications

_____ will make all reasonable modifications to policies and programs to ensure that individuals with disabilities have an equal opportunity to enjoy all of its programs, services, and activities. For example, individuals with service animals are welcomed in _____'s office, even where pets are generally prohibited. _____ will maintain a log of all accommodation services requested and provide to ADOT Civil Rights Office upon request.