

# Notice under the Americans with Disabilities Act

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In accordance with the requirements of Title II of the Americans with Disabilities Act of 1990, ("ADA"), the City of Kingston does not discriminate on the basis of disability in its services, programs, or activities.

**Employment:** The City of Kingston does not discriminate on the basis of disability in its hiring or employment practices and complies with the ADA title I employment regulations.

**Effective Communication:** The City of Kingston will generally, upon request, provide auxiliary aids and services leading to effective communication for persons with disabilities so they can participate equally in the City of Kingston's programs, services, and activities, including qualified sign language interpreters, assistive listening devices, documents in Braille, and other ways of making communications accessible to people who have speech, hearing, or vision impairments.

**Modifications to Policies and Procedures:** The City of Kingston will make reasonable modifications to policies and procedures to ensure that people with disabilities have an equal opportunity to enjoy programs, services, and activities. For example, people with service animals are welcomed in City of Kingston offices, even where pets and other animals are prohibited.

**Requests:** Anyone who wishes to request an auxiliary aid or service for effective communication, or a modification of policies or procedures so they can participate equally in the City of Kingston's programs, services, and activities should contact ADA Coordinator Marsha Marshall as soon as possible, preferably 72 hours before the activity or event.

**Complaints:** Send complaints to ADA Coordinator, Emilye Guge

The City of Kingston 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 such persons with disabilities.

**ADA Coordinator:**

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