

VACAVILLE **ADA**



**City of Vacaville 650 Merchant Street
Vacaville CA 95688 Cityofvacaville.com**

Notice of Compliance under ADA & California State Law

In accordance with the requirements of the Americans with Disabilities Act (ADA) of 1990, the California Fair Employment & Housing Act (FEHA), Section 508 of the Rehabilitation Act of 1973 (as amended), Government Code Section 11135 and other applicable codes - the City of Vacaville will not discriminate against individuals on the basis of disability in its services, programs or activities. Complaints that a program, activity or service of the City of Vacaville is not accessible should be directed to the ADA Coordinator:

Shannon Nelson ADA Title II and Transit Mobility Coordinator

650 Merchant Street Vacaville CA 95687

Phone: (707) 469-6578 TTY: (707) 469-6537 E-Mail

snelson@cityofvacaville.com

Employment: The City of Vacaville will not discriminate on the basis of disability in its hiring or employment practices and will comply with the FEHA as well as ADA Title I including the regulations promulgated by the U.S. Equal Employment Opportunity Commission under Title I of the ADA.

Effective Communication: The City of Vacaville will generally, upon request, provide appropriate aids and services leading to effective communication for qualified persons with disabilities, including sign language interpreters, documents in Braille and other ways of making information and communication accessible to people with hearing, sensory, motor and cognitive disabilities so they can participate equally in the City's programs, services and activities.

Modification to Policies and Procedures: The City of Vacaville will make 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 behaving within applicable standards are welcome in City offices and facilities, even when pets are generally prohibited.*

Anyone who requires auxiliary aides and services for effective communication, or a modification of policies or procedures to participate in a

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program, service or activity of the City of Vacaville should communicate with the Department contact as soon as possible, but no later than 48 hours before the scheduled event.

Neither the ADA, nor state law require the City of Vacaville to take action that would fundamentally alter the nature its programs, activities or services or impose an undue financial or administrative burden.

The City of Vacaville will not place a surcharge on a particular individual with a disability or a group of individuals with disabilities to cover the cost of providing auxiliary aids/services or reasonable modification of policy to create access.

Laura Kuhn, City Manager