



# Notice Under the Americans With Disabilities Act - ADA

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

**Employment:** The City of Arvada 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 Americans with Disabilities Act (ADA).

**Effective Communication:** The City of Arvada will generally, upon request, provide appropriate aids and services leading to effective communication for persons with disabilities so they can participate equally in its programs, services, and activities. This could include qualified sign language interpreters, documents in Braille, and other ways of making information and communications accessible for people with disabilities.

**Modifications to Policies and Procedures:** The City of Arvada will make all reasonable modifications to policies, practices, procedures and programs to ensure that people with disabilities have an equal opportunity to enjoy all its programs, services, and activities. For example, individuals with service animals are welcomed within Arvada facilities or property, wherever members of the public may go, 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 an Arvada program, service, or activity, should directly contact the Arvada ADA Coordinator (see below) as soon as possible. Providing 72 hours' advanced notice will help to ensure timely implementation.

The ADA does not require the City of Arvada 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 an Arvada program, service, or activity is not accessible to persons with disabilities, or that they have been discriminated against based on a disability, may be filed with the City within 180 calendar days of the alleged violation. This process applies to all complaints filed under Title II of the ADA arising from any program, service, or activity of the City of Arvada or its sub-recipients. Please see the Arvada website for the ADA grievance procedure or use contact information below.

The City of Arvada 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.

Email: [ArvadaADA@arvada.org](mailto:ArvadaADA@arvada.org)

Phone: 720-898-7000

**Do not remove this notice**