

## **NOTICE UNDER THE AMERICANS WITH DISABILITIES ACT**

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

**Employment:** Benton Township 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 Opportunity Employment Commission under Title I of the ADA.

**Effective Communication:** Benton Township will generally, upon request, provide appropriate aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in Benton Township's programs, services and activities, including qualified sign language interpreters and other ways of making communications and information accessible to people who have speech, hearing or vision impairments.

**Modifications to Policies and Procedures:** Benton Township 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 Benton Township offices, even where pets are generally prohibited.

Anyone who requires an auxiliary aid or service for effective communication, or a modification of policy or procedure to participate in a program, service or activity of Benton Township should contact Janet O'Brien at 847-746-2100 as soon as possible but no later than 48 hours before the scheduled event.

The ADA does not require Benton Township to take any action that would fundamentally alter the nature of its programs, services or activities, or impose an undue financial or administrative burden.

Complaints that a program, service or activity of Benton Township is not accessible to persons with disabilities should be directed to Janet O'Brien at 847-746-2100. Benton Township will not place a surcharge on a particular individual with a disability or on a 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 persons who use wheelchairs.