



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

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

***Employment:*** The City of Holland 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 ADA.

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

***Modifications to Policies and Procedures:*** The City of Holland 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 City of Holland offices, even where pets are generally prohibited.

The City of Holland, with seven-day notice, will provide necessary translation and interpretation services, auxiliary aids, such as signers for the hearing impaired, and audiotapes of printed materials, to individuals with disabilities. Persons requiring these services should contact: Human Relations Director, 270 S River Avenue Holland, MI 49423, phone 616.355.1322, or e-mail [hrc@cityofholland.com](mailto:hrc@cityofholland.com).

The ADA does not require the City of Holland 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 a program, service, or activity of the City of Holland is not accessible to persons with disabilities should be directed to the city's ADA Coordinator, who can be contacted by email at [ada.coord@cityofholland.com](mailto:ada.coord@cityofholland.com), or by calling 616-395-1330.

The City of Holland 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 persons who use wheelchairs.