



Notice Under the Americans with Disabilities Act

In accordance with the requirement of Title II of the Americans with Disabilities Act of 1990 (ADA), the City of O'Fallon will not discriminate against qualified individuals with disabilities on the basis of disabilities in its services, programs and activities.

Employment: The City of O'Fallon 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 O'Fallon 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 O'Fallon's programs, services and activities, including qualified sign language interpreters, documents in Braille, and other ways of making information and communication accessible to people with speech, hearing or vision impairments.

Modification to Policies and Procedures: The City of O'Fallon will make all reasonable accommodations 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 the City of O'Fallon offices, 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 a program, service, or activity of the City of O'Fallon should contact **Rick Brown** in the office of **Human Resources at 636-379-5511** as soon as possible but no later than 48 hours before the scheduled event.

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

Complaints that a program, service or activity of the City of O'Fallon is not accessible to persons with disabilities should be directed to:

Rick Brown
Human Resources Manager
ADA Coordinator
100 North Main Street
O'Fallon, MO 63366
Phone 636-379-5511
Fax 636-379-5509
rbrown@ofallon.mo.us

The City of O'Fallon will not place a surcharge on a particular individual with disability or group of individuals with disabilities to cover the cost of providing auxiliary aids/services or reasonable accommodations of policy, such as retrieving items from locations that are open to the public but not accessible to persons who use wheelchairs.

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