



Notification of ADA Compliance

STARK COUNTY ENGINEER

In accordance with the requirements of Title II of the Americans with Disabilities Act (ADA) of 1990, the Americans with Disabilities Amendments Act of 2008, the Fair Employment & Housing Act (FEHA), Ohio Revised Code 4112.02 and other applicable codes, the **Stark County Engineer** does not discriminate against individuals on the basis of disability in its services, programs or activities.

Employment: The **Stark County Engineer** does not discriminate on the basis of disability in its hiring or employment practices and will comply with the Fair Employment and Housing Act, as well as Title I of the ADA, including the regulations promulgated by the U.S. Equal Employment Opportunity Commission (EEOC), including the requirement to provide reasonable accommodations.

Effective Communication: The **Stark County Engineer** 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 alternate formats to ensure information and communication is accessible to people who have speech, hearing, vision, or cognitive impairments so they can participate equally in the programs, services and activities.

Modification to Policies and Procedures: The **Stark County Engineer** will make reasonable modifications to policies and programs to ensure that people with disabilities have an equal opportunity to participate in all of its programs, services and activities.

Anyone who requires auxiliary aides and services for effective communication, or a modification of policies or procedures to participate in a program, service or activity in the **Stark County Engineer** should communicate with the responsible Department contact as soon as possible, but no later than **48 hours** before the scheduled event.

Neither the ADA, nor state law requires the **Stark County Engineer** to take action that would fundamentally alter the nature of its programs, activities or services or impose an undue financial or administrative burden. Complaints that a program, activity or service of the **Stark County Engineer** are not accessible should be directed to the **ADA Coordinator, Brian A. Cole, P.E., 5165 Southway Street S.W. Canton Ohio, 44706; (330) 477-6781(voice), or email bacole@starkcountyohio.gov.**

The **Stark County Engineer** 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 and services or making a reasonable modification to a policy to create access.