



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 Ava, Missouri** will not discriminate against qualified individuals with disabilities on the basis of disability in its services, programs, or activities.

Employment: the **City of Ava, Missouri** 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 Ava, Missouri** 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 Ava, Missouri** 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.

Compliance: the **City of Ava, Missouri** will conduct annual self evaluations to ensure compliance of city properties. Records of these self evaluations shall be kept for a period of three years, and available upon request from the office of **Kurt McGee, City of Ava, Missouri - Code Enforcement Officer**. Concerned parties that wish to participate in the self evaluation process should contact the office of **Kurt McGee, City of Ava, Missouri - Code Enforcement Officer** to be included.

Modifications to Policies and Procedures: the **City of Ava, Missouri** 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 the **City of Ava, Missouri** 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 Ava, Missouri** should contact the office of ***Kurt McGee, City of Ava, Missouri - Code Enforcement Officer*** as soon as possible but no later than 48 hours before the scheduled event.

The ADA does not require the the **City of Ava, Missouri** 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 Ava, Missouri is not accessible to persons with disabilities should be directed to:

Kurt McGee

City of Ava Missouri

Code Enforcement Officer,

115 SW 2nd St., Suite A

PO Box 967

Ava, MO 65608

Office: 1-417-683-5516

Cellular: 1-417-683-8052

Fax: 1-417-683-3823

E-mail: kmcgee@avamissouri.org

The **City of Ava, Missouri** 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 and/or 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.