

## ADA PUBLIC NOTICE

In accordance with the requirements of Title II of the American with Disabilities Act of 1990 (ADA) and Section 504 of the Rehabilitation Act (504), the Town of Ashland will not discriminate against qualified individuals with disabilities on the basis of disability in its services, programs, or activities.

**Employment:** The Town of Ashland 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 Town of Ashland 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 Town of Ashland's programs, services, and activities.

**Modifications to Policies and Procedures:** The Town of Ashland 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 Town of Ashland 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 Town of Ashland, should contact the office of the program, service or activity as soon as possible but no later than 72 hours before the scheduled event.

The ADA does not require the Town of Ashland 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 Town of Ashland is not accessible to persons with disabilities should be directed to:

Wanda Cornwell, ADA Coordinator  
Town of Ashland  
121 Thompson Street, Ashland, VA 23005  
Phone: (804) 798-9219 (TTY/711)  
[wcornwell@ashlandva.gov](mailto:wcornwell@ashlandva.gov)

*The Town of Ashland 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.*