



NOTICE UNDER THE AMERICANS WITH DISABILITIES ACT

Americans with Disabilities Act Position Statement

Title II and III of the Americans with Disabilities Act of 1990 protects qualified individuals with disabilities from discrimination on the basis of disability in services, programs, and activities provided by State and local government entities.

The City of Elberton is committed to treating all persons with dignity, respect, and fairness, and ensuring that our actions comply with local, state and federal laws. In this regard, we support and comply with the requirements of the Americans with Disabilities Act (ADA) and will not discriminate against qualified individuals on the basis of disability in our services, programs, or activities.

Employment

The City does not discriminate based on 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 Americans with Disabilities Act (ADA).

Effective Communication

The City 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'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 will make all reasonable modifications to policies and procedures to ensure that people with disabilities have an equal opportunity to enjoy all City programs, services and activities. For example, individuals with service animals are welcomed in City 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 City program, service or activity, should contact the office of the ADA Coordinator as soon as possible but no later than 48 hours before the scheduled event: Cindy Churney, City Clerk, (706) 213-3100 or at cchurney@cityofelberton.net.

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

The City 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.

In 2011, the City established an ADA Transition Plan with the latest revision being December, 2023. To obtain a copy of the City's ADA Transition Plan, please contact Cindy Churney, City Clerk, (706) 213-3100 or at cchurney@cityofelberton.net.