

Non-discrimination Notice

In accordance with the requirements of title II of the Americans with Disabilities Act of 1990 ("ADA"), the **Town of Waterloo** will not discriminate against qualified individuals with disabilities on the basis of disability in its services, programs, or activities.

Employment: **Town of Waterloo** 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: **Town of Waterloo** will generally, upon request, provide appropriate aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in **Town of Waterloo** 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: **Town of Waterloo** 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 **Town of Waterloo** 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 **Town of Waterloo**, should contact the office of the Town Manager at the Town Hall at 280 S. Wayne St., Waterloo, IN 46793, 260-837-7428 as soon as possible but no later than 48 hours before the scheduled event.

The ADA does not require the **Town of Waterloo** 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 **Town of Waterloo** is not accessible to persons with disabilities should be directed to *the Town Manager at the Town Hall at 280 S. Wayne St., Waterloo, IN 46793, 260-837-7428.*

Town of Waterloo 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.

Date: Nov. 14, 2017

Renata Ford
Renata Ford, Clerk - Treasure

Dorsey P. Brown
Town Council Vice President

William A. Huberts
Town Council Member

Ken Surber
Town Council President

Ken Surber
Town Council Member

Jim R. Long
Town Council Member