



## Notice under the Americans with Disabilities Act (ADA)

In accordance with the requirements of Title II of the Americans with Disabilities Act (ADA) of 1990, the City of Wilton Manors does not discriminate on the basis of disability in the admission, access, or operations of its programs, services, activities or facilities. In accordance with Title II of the (ADA), when viewed in their entirety, Wilton Manors government programs, services, activities and facilities are readily accessible to and usable by qualified individuals with disabilities.

**Employment:** The City of Wilton Manors 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 Americans with Disabilities Act (ADA).

**Effective Communication:** The City of Wilton Manors will generally, upon request, provide appropriate aids and services leading to effective communication for qualified individuals 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 individuals with speech, hearing, or vision impairments.

**Modifications to Policies and Procedures:** The City of Wilton Manors will make reasonable modifications to its policies, practices and programs to ensure that individuals 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.

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 and 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.

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 Office of Equal Opportunity Disability Affairs Section has been designated to ensure the coordination of the City of Wilton Manors compliance with the ADA, including the investigation of any complaint alleging Title II discrimination. Broward City has adopted an internal grievance procedure providing for prompt and equitable resolution of complaints alleging discrimination on the basis of disability in violation of the U.S. Department of Justice regulations implementing Title II of the ADA. This Procedure has been developed to comply with 28 CFR 35.107 (b)

Complaints that a City program, service, activity or facility is not accessible to individuals with disabilities should be directed to the City's ADA Coordinator, Johnnie Goodnight, at (954) 390-2120.