

City of El Paso

NOTICE OF COMPLIANCE WITH THE AMERICANS WITH DISABILITIES ACT (28 CFR 35.106)

In accordance with the requirements of the Americans with Disabilities Act (ADA) of 1990, the City of El Paso 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, the City of El Paso government programs, services, activities, and facilities are readily accessible to and usable by qualified Individuals with Disabilities.

Employment: The City of El Paso 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 El Paso provides appropriate aids and services leading to effective communication for individuals with disabilities at all City Council meetings and at all other City sponsored functions when requested so that the individuals can participate equally in the City's programs, services, and Activities. The communication is provided by qualified sign language interpreters, Braille documents, special amplification equipment, 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 El Paso has made reasonable modifications to its policies, practices, procedures, and programs in the past and periodically reviews current policies, practices, procedures, and programs to ensure that individuals with disabilities have an equal opportunity to enjoy all City programs, services, and activities.

The City does not and 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.

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 burden or administrative burden.

The Office of Accessibility and ADA has been designated to ensure the coordination of the City of El Paso's compliance with the ADA, including the investigation of any complaint alleging Title II discrimination. The City of El Paso has 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 28CFR35.107 (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 at (915) 541-4243 (Voice and TDD).