



NOTICE UNDER THE AMERICANS WITH DISABILITIES ACT

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

Employment: **Carter County** 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: **Carter County** will generally, upon request and at no cost to the individual, provide appropriate aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in **Carter County'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: **Carter County** will make 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 dogs are welcomed in **Carter County** offices, even where pets are generally prohibited. This policy is restricted to true service dogs and does not include "therapy dogs" or other animals.

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 **Carter County** should contact **Gary Smith, Carter County's ADA Coordinator**, at (423) 542-1888 as soon as possible, **but no later than 48 hours** before the scheduled event.

The ADA does not require **Carter County** 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 **Carter County** is not accessible to persons with disabilities should be directed to **Gary Smith, 801 E. Elk Avenue, Suite 214, Elizabethton, TN, 37643. Telephone (423) 542-1888. E-Mail: smithg@cartercountyttn.gov.**

Carter County 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.