



DOÑA ANA COUNTY NOTICE UNDER THE AMERICANS WITH DISABILITIES ACT

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

Employment: Doña Ana 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: Doña Ana County will generally, upon request, provide appropriate aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in Doña Ana County's programs, services, or 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: Doña Ana County will make all reasonable modifications to policies and procedures to ensure that people with disabilities have an equal opportunity to enjoy all of its programs, services, or activities. For example, individuals with service animals are welcomed in Doña Ana County 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 Doña Ana County, should contact the Doña Ana County ADA Coordinator, 845 N. Motel Blvd., Suite 2-190, Las Cruces, NM 88007, 575-647-7210 (voice), 575-525-5951 (TDD/TTY) **at least two business days** prior to the event at which an accommodation is needed.

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

Complaints that a program, service, or activity of Doña Ana County is not accessible to persons with disabilities should be directed to the Doña Ana County ADA Coordinator, 845 N. Motel Blvd., Suite 2-190, Las Cruces, NM 88007, 575-647-7210 (voice), 575-525-5951 (TDD/TTY).

Doña Ana 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.