



# NOTICE UNDER THE AMERICANS WITH DISABILITIES ACT

By the requirements of Title II of the Americans with Disabilities Act of 1990 ("ADA"), Mendota Heights will not discriminate against qualified individuals with disabilities based on disability in its services, programs, or activities.

**Effective Communication:** Mendota Heights will generally, upon request, provide appropriate aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in City 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:** Mendota Heights 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 Mendota Heights 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 Mendota Heights program, service, or activity should contact the office of Meredith Lawrence, Mendota Heights Public Works, as soon as possible, but no later than 48 hours before the scheduled event.

The ADA does not require Mendota Heights 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 Mendota Heights program, service, or activity is not accessible to persons with disabilities should be directed to Meredith Lawrence, Mendota Heights Public Works.

Mendota Heights will not charge a particular individual with a disability or any group of individuals with disabilities to cover the cost of providing auxiliary aids/services or reasonable policy modifications, such as retrieving items from locations that are open to the public but are not accessible to persons who use wheelchairs.