



## **NOTICE UNDER THE AMERICANS WITH DISABILITIES ACT Title II**

### **Local Government—Services, Programs or Activities**

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

*Employment:* Jefferson 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 Americans with Disabilities Act (ADA).

*Effective Communication:* Jefferson 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 the 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:* Jefferson County will make all reasonable modifications to policies and programs to ensure that people with disabilities have an equal opportunity to enjoy all County programs, services, and activities. For example, individuals with service animals are welcomed in 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 County program, service, or activity, should contact the office of Verenice Rosales, ADA Coordinator, Jefferson County Courthouse, Human Resources Department, 1225 Pearl Street, Suite 201, Beaumont, Texas 77701; or at (409) 839-2391, or at [verenice.rosales@jeffcotx.us](mailto:verenice.rosales@jeffcotx.us), as soon as possible but no later than 48 hours before the scheduled event.

Jefferson County may contact you to obtain more information about your request and to better understand your needs. In addition, Jefferson County may review your request to determine:

- Whether the requested accommodation will be effective in allowing you to participate in the activity or program in which you are seeking participation;
- Whether the requested accommodation is reasonable, or an equally effective alternative to the requested accommodation is available; and
- Whether providing you with the requested accommodation would fundamentally alter the nature of Jefferson County's program or impose undue financial or administrative burdens on Jefferson County.

The ADA does not require the County to take any action that would fundamentally alter the nature of the programs or services, or impose an undue financial or administrative burden. In addition, in some cases, Jefferson County may consult with you in an interactive process to determine on a case-by-case basis what accommodations can be made.

If Jefferson County determines that your requested accommodation would fundamentally alter the nature of the program or impose an undue financial or administrative burden, Jefferson County may deny your request. However, in the unlikely event that this occurs, Jefferson County will work with you to identify an alternative accommodation that allows you to effectively participate in Jefferson County's program, activity, or service.

Complaints that a County program, service or activity is not accessible to persons with disabilities should be directed to Verenice Rosales, ADA Coordinator, Jefferson County Courthouse, Human Resources Department, 1225 Pearl Street, Suite 201, Beaumont, Texas 77701; or at (409) 839-2391, or at [verenice.rosales@jeffcotx.us](mailto:verenice.rosales@jeffcotx.us), or for the hearing impaired, through RELAY Texas at 1-800-735-2989.

The 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.