



City of Deltona

ADA NOTICE AMERICANS WITH DISABILITIES ACT OF 1990

In accordance with the requirements of Title II of the Americans with Disabilities Act of 1990, the City of Deltona will not discriminate against qualified individuals with disabilities on the basis of disability in the City's services, programs, activities or employment.

Employment: The City of Deltona 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: The City of Deltona 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 City's programs, services, activities, meetings, or employment. Our City Hall Commission Chambers is equipped with an assistive hearing device upon request. Qualified interpreters can be made available for City meetings with 48 hours advance notice to the City Clerk, Joyce Kent (386-878-8500).

Modifications to Policies and Procedures: The City of Deltona will make all reasonable modifications to policies and programs to ensure that people with disabilities have an equal opportunity to enjoy all City programs, services, and activities. For example, individuals with service animals are welcome in City 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 City program, service or activity, should contact the following:

- For *employment* related issues, contact the Human Resources Director at **386-878-8750**
- For *services, events and activities* related issues, contact the Parks & Recreation Director at **386-878-8900** but no later than 48 hours before the scheduled event
- For *City facilities use and access* related issues, contact the Building Official/ADA Coordinator at **386-878-8653**

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

Complaints: Complaints that a City program, service, activity or facility is not accessible to persons with disabilities should contact the **City's ADA Coordinator, Steve Roland, at 386-878-8653.**

The City of Deltona 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.