

NOTICE UNDER THE AMERICANS WITH DISABILITIES ACT

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

Title VI of the Civil Rights Act of 1964 and related statutes, ensures that no person in the City of New Braunfels shall, on the grounds of race, color and national origin be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activity it administers.

Employment: City of New Braunfels 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: City of New Braunfels 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 of New Braunfels'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.

Requests for Effective Communication: 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 City of New Braunfels should contact the City Secretary's Office at 830-221-4010 as soon as possible but no later than 72 hours before the scheduled event.

Modifications to Policies and Procedures: City of New Braunfels 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 City of New Braunfels offices, even where pets are generally prohibited. City of New Braunfels 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. The ADA does not require the City of New Braunfels to take any action that would fundamentally alter the nature of its programs or services or impose an undue financial or administrative burden.

Grievances: Complaints that a city program, service or activity is not accessible to persons with disabilities should be directed to Scott McClelland, ADA Coordinator at smcclelland@newbraunfels.gov or 830-221-4248. The full details of City of New Braunfels ADA grievance procedures can be found here <https://www.newbraunfels.gov/3539/39879/Americans-with-Disabilities-Act-Informat?activeLiveTab=widgets>