



NOTICE UNDER THE AMERICANS WITH DISABILITIES ACT

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

Employment: NACOG 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: In accordance with the ADA, NACOG will, upon request, provide auxiliary aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in NACOG's programs, services, and activities.

Modifications to Policies and Procedures: NACOG 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 the NACOG 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 NACOG should contact NACOG's ADA Coordinator as soon as possible but no later than 48 hours before the scheduled event. NACOG 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. In accordance with the ADA, NACOG may deny any request that would fundamentally alter the nature of NACOG's programs, services or activities or impose an undue financial or administrative burden.

Complaints that a program, service, or activity of NACOG is not accessible to persons with disabilities should be directed to NACOG's ADA Coordinator.

ADA COORDINATOR CONTACT INFORMATION:

Gayle Benton, Human Resources Director

Northern Arizona Council of Governments

119 E. Aspen Avenue, Flagstaff, AZ 86001-5222

Phone: (928) 774-1895 ext. 1194, E-mail: gbenton@nacog.org, Fax: (928) 679-4279

* If you are hearing or speech impaired, please contact the agency using the Arizona Relay Service, 1(800)367-8939 and ask for NACOG at 928-774-1895.