



**SUBJECT: AMERICANS WITH DISABILITIES PUBLIC NOTICE**

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**PURPOSE:**

The Town of Timnath will comply with the requirements/regulations of the Americans with Disabilities Act in employment, effective communications, and accessibility for individuals with a disability.

**POLICY:**

In accordance with the requirements of title II of the Americans with Disabilities Act of 1990 ("ADA") and Section 504 of the Rehabilitation Act of 1973, the Town of Timnath will not discriminate against qualified individuals with disabilities on the basis of disability in its services, programs, or activities.

**Effective Communication:** The Town of Timnath will generally, upon request, provide appropriate aids and services leading to effective communication for qualified persons with disabilities so they can participate in the Town of Timnath's programs, services, and activities.

**Modifications to Policies and Procedures:** The Town of Timnath will make all reasonable modifications to policies and programs to ensure that people with disabilities have an equal opportunity to enjoy the Town of Timnath's programs, services, and activities.

Anyone who requires an auxiliary aid or service for effective communication, or a modification of policies or procedures to participate in a Town program, service, or activity, should contact the office of Susan Bieber, Executive Assistant @ 970-591-4287 or [sbieber@timnathgov.com](mailto:sbieber@timnathgov.com) as soon as possible but no later than 48 hours before the scheduled event.

**Employment:** The Town of Timnath does not discriminate on the basis of disability in its hiring or employment practices.

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

The Town 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.

### **Concerns, Complaints or Issues**

Concerns, complaints or issues regarding Town of Timnath's accessibility to programs, services, or activities by persons with disabilities should be directed to Susan Bieber, ADA Coordinator for the Town of Timnath.

**Susan Bieber**, Executive Assistant  
Town of Timnath ADA Coordinator  
Phone: 970-591-4287  
sbieber@timnathgov.com