

NOTICE UNDER THE AMERICANS WITH DISABILITIES ACT

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

Employment: Portland 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: Portland will generally, upon request, provide appropriate aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in Portland’s programs, services, and activities

Modifications to Policies and Procedures: Portland 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.

Anyone who requires an auxiliary aid or service for effective communication, or a modification of policies and programs to participate in a program, service, or activity of Portland, should contact *Ryan Myers: 215 S. Wayne Street, Portland, IN, 47371, (260) 726-4077* as soon as possible but no later than 48 hours before the scheduled event.

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

Complaints that a program, service, or activity of Portland is not accessible to persons with disabilities should be directed to *Ryan Myers: 215 S. Wayne Street, Portland, IN, 47371, (260) 726-4077*. See Portland’s Grievance Procedure.

Portland 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.