



NOTICE UNDER THE AMERICANS WITH DISABILITIES ACT

One of the primary missions of the Department of Human Resources is to assist qualified employees or applicants with disabilities in receiving reasonable accommodations. The Department is committed to equal employment opportunity. The Department is also committed to increasing the awareness and responsiveness of the City of Fort Oglethorpe community to employees with disabilities. Each member of the City of Fort Oglethorpe community contributes to the diversity and wealth of the whole.

DISABILITIES AND THE LAW

Section 504 of the 1973 Federal Rehabilitation Act and the 1990 American with Disabilities Act (ADA) require that the City of Fort Oglethorpe reasonably accommodate otherwise qualified employees with disabilities. To be a qualified person with a disability, a person with a disability must be able to perform the essential functions of his/her job with or without a reasonable accommodation and meet the eligibility requirements of the position. Determination of reasonable accommodations will be made on a case by case basis. Individuals may appeal the decision of the Director of Human Resources (ADA Coordinator) to the City Manager.

City of Fort Oglethorpe complies with the Americans with Disabilities Act of 1990, which prohibits discrimination on the basis of disability. The ADA, as applied to cities, counties and other local governmental entities, requires that no qualified individual with a disability shall, on the basis of a disability, be denied the benefits of local government services, programs or activities.

Accordingly, the City will not refuse to allow a person with a disability to participate in a local government service, program, or activity simply because the person has a disability.

The City will not provide services or benefits to individuals with disabilities through programs that are separate or different unless the separate programs are necessary to ensure that the benefits and services are equally effective.

The City will not subject individuals with disabilities to discrimination in employment or under any local government service, program, or activity.

The City will take appropriate steps to ensure that communications with applicants, participants, and members of the public with disabilities are as effective as communications with others.

The City will make reasonable accommodations in policies, practices, or procedures when necessary to avoid discrimination on the basis of disability, unless a fundamental alteration in a local government program would result. The ADA does not require The City to take any action that would fundamentally alter the nature of its programs or services or impose an undue financial or administrative burden.

The City will operate its programs so that, when viewed in their entirety, they are readily accessible to and usable by individuals with disabilities.

Complaints that a program, service, or activity of The City of Fort Oglethorpe is not accessible to persons with disabilities should be directed to the Human Resources Director at 706-841-0332.

FOR FURTHER INFORMATION In accordance with Section 35.106 of the ADA's Title II Regulations, all applicants, participants, beneficiaries, and other interested persons are advised

that further information may be obtained from this local government and from the Office on the Americans with Disabilities Act, Civil Rights Division, U.S. Department of Justice, Washington, DC 20035-6118 (202) 514-0301 (Voice) or (202) 514-0381 (TDD).