



## CITY OF RICHLAND

### Notice of Compliance with The Americans With Disabilities Act (28 CFR 35.106)

In accordance with the requirements of the Americans with Disabilities Act (ADA) of 1990, the City of Richland does not discriminate on the basis of disability in the admission, access, or operations of its programs, services, activities or facilities. In accordance with Title II of the ADA, when viewed in their entirety, the City of Richland's government programs, services, activities and facilities are readily accessible to and usable by qualified individuals with disabilities.

**Employment:** The City of Richland 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 Americans with Disabilities Act.

**Effective Communication:** The City of Richland provides appropriate aids and services leading to effective communication for individuals with disabilities at all City sponsored functions, when requested, so that the individuals can participate equally in the City's programs services, and activities. This communication is provided by qualified sign language interpreters, documents in Braille, special amplification equipment and other ways of making information and communications accessible to individuals with speech, hearing or vision impairments.

**Modifications to Policies and Procedures:** The City of Richland has made reasonable modifications to its policies, practices and programs in the past, and periodically reviews current policies, practices, procedures and programs to ensure that individuals with disabilities have an equal opportunity to enjoy all City programs, services and activities.

The City of Richland does not and 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 and services or reasonable modifications of policy.

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 Attorney's Office has been designated to ensure the coordination of the City of Richland's compliance with the ADA, including the investigation of any complaint alleging Title II discrimination. The City of Richland has an internal grievance procedure providing for prompt and equitable resolution of complaints alleging discrimination on the basis of disability in violation of the U.S. Department of Justice regulations implementing Title II of the ADA. This procedure has been developed to comply with 28 CFR 35.107(b) and can be found in Chapter 2.11 RMC.

Complaints that a City program, service, activity or facility is not accessible to individuals with disabilities should be directed to Heather Kintzley, the City's ADA Coordinator, at [hkintzley@ci.richland.wa.us](mailto:hkintzley@ci.richland.wa.us) or (509) 942-7385.