

NON-discrimination Notice

In accordance with the requirements of title II of the Americans with Disabilities Act of 1990 (“ADA”), the **City of Fort Wayne** will not discriminate against qualified individuals with disabilities in its services, programs, or activities.

Employment: **City of Fort Wayne** 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: **City of Fort Wayne** will generally, upon request provide appropriate aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in **City of Fort Wayne** programs, services, and activities.

Modifications to Policies and Procedures: **City of Fort Wayne** 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 **City of Fort Wayne** 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 the **City of Fort Wayne**, should contact the office of **Heather Van Wagner, ADA Coordinator (260-427-1176)** as soon as possible but no later than 48 hours before the scheduled event.

The ADA does not require the **City of Fort Wayne** 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 the **City of Fort Wayne** is not accessible to persons with disabilities should be directed to **Heather Van Wagner, ADA Coordinator (260-427-1176)**.