

## **NOTICE OF NON DISCRIMINATION**

### **Americans with Disabilities Act and Section 504 of the Rehabilitation Act of 1973**

In accordance with the requirements of Title II of the Americans with Disabilities Act of 1990 (ADA), the Central Texas Regional Mobility Authority (Mobility Authority) will not discriminate against qualified individuals with disabilities on the basis of disability in its services, programs or activities.

The Mobility Authority 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.

The Mobility Authority will generally, upon request, provide appropriate aids and services leading to effective communication for qualified persons with disabilities so they may participate equally in Mobility Authority's programs, services and activities, including qualified sign language interpreters, documents written in Braille, and other ways of making information and communications accessible to people who have speech, hearing or vision impairments.

The Mobility Authority 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 welcome in Mobility Authority offices, even where pets are generally prohibited.

Anyone who requires auxiliary aids or services for effective communication, or a modification of policies and procedures to participate in a Mobility Authority program, service or activity, should contact the ADA/504 Coordinator as soon as possible, but no later than 48 hours before the scheduled event.

The Americans with Disabilities Act does not require the Mobility Authority to take any action that would fundamentally alter the nature of its programs or services, or impose an undue financial or administrative burden on the Mobility Authority.

Complaints that a program, service or activity of the Mobility Authority is inaccessible to persons with disabilities should be directed to the ADA/504 Coordinator.

The Mobility Authority will not charge a fee to 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, such as retrieving items from locations that are open to the public, but are not accessible to persons who use wheelchairs.

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