



# ZION TOWNSHIP

## AMERICAN'S WITH DISABILITIES ACT

In accordance with requirements of Title II of the Americans with Disabilities Act of 1990 (ADA), the Township of Zion will not discriminate against qualified individuals with disabilities on the basis of disability in its service, programs or activities.

**Employment:** The Township of Zion 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 Opportunity Employment Commission under Title I of the ADA.

**Effective Communication:** The Township of Zion will generally, upon request, provide appropriate aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in the Township of Zion's programs, services and activities, including qualified sign language interpreters and other ways of making communications and information accessible to people who have speech, hearing or vision impairments.

**Modifications to Policies and Procedures:** The Township of Zion 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 Township of Zion offices, even where pets are generally prohibited.

Anyone who requires an auxiliary aid or service for effective communication, or a modification of policy or procedure to participate in a program, service or activity of the Township of Zion should contact Cheri Neal at 847-872-2811 as soon as possible but no later than 48 hours before the scheduled event.

The ADA does not require the Township of Zion to take any action that would fundamentally alter the nature of its programs, services or activities, or impose an undue financial or administrative burden. Complaints that a program, service or activity of the Township of Zion is not accessible to persons with disabilities should be directed to Cheri Neal at 847-872-2811.

The Township of Zion will not place a surcharge on a particular individual with a disability or on a 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.