City of Bellflower
ADA Notice and Complaint Procedure

NOTICE UNDER THE AMERICANS WITH DISABILITIES ACT

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

**Employment:** The City of Bellflower 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:** The City of Bellflower 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 City of Bellflower’s programs, services and activities.

**Modifications to Policies and Procedures:** The City of Bellflower 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 the City of Bellflower’s 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 Bellflower should contact the office of the ADA Coordinator (562) 804-1424 Ext. 2246 as soon as possible but no later than forty-eight (48) hours before the scheduled event.

The ADA does not require the City of Bellflower 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 Bellflower is not accessible to persons with disabilities should be directed to the ADA Coordinator (562) 804-1424 Ext. 2246.

The City of Bellflower 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/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.