



TOWN OF MIDDLEBURY, VERMONT - AMERICANS WITH DISABILITIES ACT PUBLIC NOTICE

The Town of Middlebury, Vermont does not discriminate against qualified individuals based on disability in Town services, programs, or activities.

EMPLOYMENT: The Town does not discriminate based on 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 (ADA).

EFFECTIVE COMMUNICATION: The Town 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 Town's programs, services and activities.

MODIFICATIONS TO POLICIES AND PROCEDURES: The Town will make all reasonable modifications to policies and procedures to ensure that people with disabilities have an equal opportunity to enjoy all town programs, services and activities. For example, individuals with service animals are welcomed in Town 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 town program, service or activity, should contact the Town's ADA Coordinator as soon as possible but no later than 1 week before the scheduled event: David Sophrin, Assistant Town Manager/ADA Coordinator, 802-388-8100, x222.

The ADA does not require the Town to take any action that would fundamentally alter the nature of its programs or services or impose an undue financial or administrative burden.