

## **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 **St. Johns County Sheriff’s Office** will not discriminate against qualified individuals with disability in its services, programs, or activities.

**Employment:** The **St. Johns County Sheriff’s Office** 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 **St. Johns County Sheriff’s Office** 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 **St. Johns County Sheriff’s Office** programs, services, and activities making information and communications accessible to people who have speech, hearing, or vision impairments.

**Modifications to Policies and Procedures:** The **St. Johns County Sheriff’s Office** 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 **St. Johns County Sheriff’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 **St. Johns County Sheriff’s Office**, should contact the office of the **HR Risk Supervisor Sgt Susan Tree** as soon as possible but no later than 48 hours before the scheduled event.

The ADA does not require the **St. Johns County Sheriff’s Office** 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 **St. Johns County Sheriff’s Office** is not accessible to persons with disabilities should be directed to the **SJSO ADA Coordinator, HR Risk Supervisor SGT Susan Tree, (904) 810-6761.**

The **St. Johns County Sheriff’s Office** 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.