



NOTICE UNDER THE AMERICANS WITH DISABILITIES ACT

Nondiscrimination Notice

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

Employment: Carmichael Recreation and Park District 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: Carmichael Recreation and Park District will generally, upon request, provide appropriate aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in Carmichael Recreation and Park District programs, services, and activities, including qualified sign language interpreters, and other ways of making information and communications accessible to people who have speech, hearing, or vision impairments.

Modifications to Policies and Procedures: Carmichael Recreation and Park District 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 Carmichael Recreation and Park District 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 Carmichael Recreation and Park District, should contact the office of Matt Lemcke, ADA/Section 504 Coordinator, as soon as possible but no later than 48 hours before the scheduled event.

The ADA does not require Carmichael Recreation and Park District 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 Carmichael Recreation and Park District is not accessible to persons with disabilities should be directed to:

Matt Lemcke
ADA/Section 504 Coordinator
Carmichael Recreation and Park District
5750 Grant Ave., Carmichael, CA 95608
Email: mlemcke@carmichaelpark.com
Phone: (916) 314-0727

Carmichael Recreation and Park District 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.