

AMERICANS WITH DISABILITIES ACT TITLE II STATEMENT

Coweta County is committed to complying with the provisions outlined in the Americans with Disabilities Act regarding barrier free access to all County programs, services and activities. Title II of the Americans with Disabilities Act ("ADA") prohibits discrimination against qualified individuals with disabilities by public entities in the operation of all services and programs offered by the entity. All County facilities, programs and services are to be accessible to and usable by disabled individuals, unless providing access results in an undue hardship to the County or causes a fundamental alteration of the programs or services. It is also the County's policy that members of the public not experience discrimination or harassment based upon disability. All complaints of discrimination on the basis of disability will be promptly investigated. When appropriate, effective remedial action will be taken to address and remedy any complaints.

YOUR RIGHTS UNDER TITLE II OF THE AMERICANS WITH DISABILITIES ACT

The Americans with Disabilities Act ("ADA") was signed into law on July 26, 1990 and became effective July 26, 1992. The purpose of the ADA is to ensure that people with disabilities are afforded the same rights and privileges as non-disabled people. The ADA prohibits discrimination on the basis of disability in employment, state and local government services and public accommodation and commercial facilities.

REQUESTS FOR REASONABLE ACCOMMODATION

Individuals who are disabled may request reasonable accommodation to assist the individual in accessing County facilities, programs or services. An individual is considered a person with a disability if he or she: 1) has a physical or mental impairment that substantially limits one or more major life activities; 2) has a record of such impairment; or 3) is regarded as having such impairment. Major life activities include, but are not limited to, functions such as caring for oneself, performing manual tasks, walking, seeing, hearing, speaking, breathing, learning and working. Examples of auxiliary aids or services which may be provided as a reasonable accommodation include, but are not limited to: extra staff assistance, interpreters, assistive listening devices, electronic documents, paper and pen. Individuals who require reasonable accommodation to access facilities, programs or services should either:

1) submit a request through the County website at www.coweta.ga.us/government/accessibility

2) contact the Coweta County Risk & Safety Manager/ADA Director/Title VI at (770) 254-2604, or <https://www.coweta.ga.us/government/accessibility> who will work with you and if needed, direct you to the appropriate department representative. Coweta County employees and applicants who require reasonable accommodation should refer to the Coweta County Employment Discrimination Policy and Grievance Procedures.

COMPLAINTS

Complaints against Coweta County regarding a program, service or activity not accessible to persons with disabilities should be directed to the Coweta County Risk & Safety Manager/ADA Director/Title VI at (770) 254-2604 or <https://www.coweta.ga.us/government/accessibility>