



THE AMERICANS WITH DISABILITIES ACT - NOTICE -

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

Employment: The City of Santee 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 ADA.

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

Modifications to Policies and Procedures: The City of Santee 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 City buildings and 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 Santee should contact the Department hosting the event, as soon as possible but no later than 48 hours before the scheduled event. If contact information for the program, service or activity is not available, you may contact the ADA Coordinator at ADACoordinator@cityofsanteeca.gov or (619) 258-4100 x132.

The ADA does not require the City of Santee 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 Santee is not accessible to persons with disabilities should be directed to the ADA Coordinator (Human Resources Director) for the City of Santee, at ADACoordinator@cityofsanteeca.gov or 619-258-4100 x132. Those Complaints will be handled in accordance with the City's ADA Grievance Procedure.

The City of Santee 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.