

## RESOLUTION NO. 2017-008

### 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 City of Independence, Kansas, will not discriminate against qualified individuals with disabilities on the basis of disability in its services, programs, or activities.

**Employment:** The City of Independence, Kansas, 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 City of Independence, Kansas, 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 Independence, Kansas, will make all reasonable modifications to policies and programs to ensure that people with disabilities have an equal opportunity to enjoy all City programs, services, and activities. For example, individuals with service animals are welcomed in City 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 City program, service, or activity, should contact the office of David Cowan, Public Safety Director, at 620.332.2528, [davidc@independenceks.gov](mailto:davidc@independenceks.gov), as soon as possible but no later than 48 hours before the scheduled event.

The ADA does not require the City 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 City program, service, or activity is not accessible to persons with disabilities should be directed to David Cowan, Public Safety Director, 620.332.2528, [davidc@independenceks.gov](mailto:davidc@independenceks.gov).

The City of Independence, Kansas, 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.

**RESOLUTION NO. 2017-008**

Adopted this 26<sup>th</sup> day of January, 2017

*[Handwritten Signature]*  
Mayor

Attest:

*[Handwritten Signature]*  
City Clerk

The seal of the City of Independence, Kansas, is circular with a dotted border. Inside the border, the words "CITY OF INDEPENDENCE" are written in an arc at the top, and "KANSAS" is written at the bottom. In the center of the seal is a pair of scales of justice, with the word "SEAL" written across them.