

NOTICE UNDER THE AMERICANS WITH DISABILITIES ACT (TITLE I AND II) AND EQUAL OPPORTUNITY STATEMENT

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

EMPLOYMENT:

It is the goal of Ingham County to recruit and maintain a diverse workforce in an effort to provide the highest quality of service to its constituents, as well as to provide equal opportunity in its employment on the basis of merit and fitness, regardless of race, color, religion, sex, sexual orientation, gender identity, national origin, disability, height, weight, marital status, age or political affiliation (except where age, sex or lack of disability constitutes a bona fide occupational qualification). A copy of the Ingham County Equal Opportunity Employment Plan may be obtained by visiting the Ingham County Human Resources [website](#) or contacting the Office of the Ingham County Human Resources Director/ADA Coordinator. The County 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.

The Ingham County Equal Opportunity Employment Plan governs employment-related complaints of disability discrimination. Complaints of employment-related disability discrimination should be made as specified in the Plan. A copy of the Ingham County Equal Opportunity Employment Plan may be obtained by visiting the Ingham County Human Resources [website](#) or contacting the Office of the Ingham County Human Resources Director/ADA Coordinator.

INGHAM COUNTY PROGRAMS, SERVICES, ACTIVITIES AND COMMUNICATIONS:

Ingham County will make reasonable modifications to policies and programs for qualified persons with disabilities to ensure they have an equal opportunity to participate in Ingham County programs, services, and activities. However, the ADA does not require Ingham County to take any action that would fundamentally alter the nature of its programs or services, or impose an undue financial/administrative burden. Ingham County will generally, upon request, provide appropriate aids or services that lead to effective communication and access for qualified persons with disabilities so they can participate equally in Ingham County's programs, services, and activities. Examples of aids, services and/or reasonable modifications to policies/procedures include the offering of qualified sign language interpreters, providing documents in Braille or other technological means to provide access to individuals with sight, hearing or speech disabilities within the scope of Counties' existing technology, retrieving items from locations

that are open to the public but are not accessible to persons who use wheelchairs and welcoming individuals with service animals in Ingham County offices where pets are usually prohibited.

Ingham County 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 making reasonable modifications to policies/procedures.

Any person who requires an auxiliary aid or service for effective communication, or a modification of policies/procedures to participate in a program, service, or activity of Ingham County, should contact the Office of the Ingham County Human Resources Director/ADA Coordinator as soon as possible but no later than 5 business days before the scheduled event. Complaints that a program, service, or activity of Ingham County is not accessible to persons with disabilities should be made as specified in the Ingham County Grievance Procedure under the Americans with Disabilities Act. A copy of the Ingham County Grievance Procedure under the Americans with Disabilities Act may be obtained by visiting the Ingham County Human Resources [website](#) or contacting the Office of the Ingham County Human Resources Director/ADA Coordinator.

The Office of the Ingham County Human Resources Director/ADA Coordinator may be reached via phone at (517) 887-4327 or via email at HR@ingham.org. Persons that may be deaf, hard of hearing or speech-impaired can utilize the Michigan Relay Service at 1-800-649-3777 (TTY) to contact the Office via phone. There are no additional call charges for utilizing this service. To learn more, [click here](#) to go to the Michigan Relay Service web page or contact the Service's Customer Care Department at 800-682-8706 (Voice), 800-682-8786 (TTY) or rm-attcustomercare@att.com (Email).