



Notice of Compliance with the Americans with Disabilities Act

In accordance with the requirements Title II of the Americans with Disabilities Act (ADA) of 1990 (as amended), the California Fair Employment & Housing Act (FEHA), the Rehabilitation Act of 1973 (as amended), Unruh Civil Rights Act (1959), California Disabled Persons Act, and other applicable federal and state laws and codes, the City of San José will not discriminate against qualified individuals on the basis of disability in its services, programs, or activities.

Complaints that a program, service, or activity of City of San José is not accessible to persons with disabilities should be directed to the **City ADA Coordinator**:

Christopher Hickey, ADA Coordinator
200 E. Santa Clara Street, 5th Floor
San José, CA 95113-1905
Phone: (408) 535-8481
TTY: 1-800-735-2922
Email: ada@sanjoseca.gov

Employment: City of San José 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: City of San José will generally, upon request, provide appropriate aids and services leading to effective communication for qualified persons with disabilities, 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: City of San José 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 of San José 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 Department offering the service or event as soon as possible, but no later than 72 hours or 3 business days before the scheduled event.

The ADA does not require the City of San José to take any action that would fundamentally alter the nature of its programs or services, or impose an undue financial or administrative burden.

City of San José 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.