

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

**Employment:**

City of Thornton 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 Thornton 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 of Thornton’s 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:**

City of Thornton 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 Thornton 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 Thornton, should contact the office of the ADA Coordinator at 303-538-7334 or [adacoordinator@thorntonco.gov](mailto:adacoordinator@thorntonco.gov) as soon as possible, but no later than 48 hours before the scheduled event.

The ADA does not require the city of Thornton 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 Thornton is not accessible to persons with disabilities should be directed to the ADA Coordinator at 303-538-7334 or [adacoordinator@thorntonco.gov](mailto:adacoordinator@thorntonco.gov).

City of Thornton 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 not accessible to persons who use wheelchairs.