

**NOTICE UNDER THE AMERICANS
WITH DISABILITIES ACT**

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

Employment: **Fremont Township** 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: **Fremont Township** will generally, upon request, provide appropriate aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in **Fremont Township** meetings, 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: **Fremont Township** will make all reasonable modifications to policies and programs to ensure that people with disabilities have an equal opportunity to enjoy all of its meetings, programs, services, and activities. For example, individuals with service animals are welcome in **Fremont Township** offices, even where pets are generally prohibited.

Anyone who requires an auxiliary aid or service for effective communication, or modification of policies or procedures to participate in a program, service, or activity of **Fremont Township**, should contact the office of **Barbara Tonkery** as soon as possible but no later than 48 hours before the scheduled event.

Barbara Tonkery, Fremont Township Clerk 847.223.2840

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

Complaints that a meeting, program, service, or activity of **Fremont Township** is not accessible to persons with disabilities should be directed to **Barbara Tonkery**.

Fremont Township 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.

