



## THE CITY OF SAN DIEGO

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

**Employment:** The City of San Diego does not discriminate on the basis of disability in its hiring or employment practices and complies with all regulations promulgated by Section 504, Title V, of the Rehabilitation Act, as amended, the California Government Code, the Americans with Disabilities Act (ADA), and any other applicable local, state and federal laws and regulations protecting the employment rights of people with disabilities.

**Effective Communication:** When viewed in its entirety, each City of San Diego service, program, or activity is operated so as to be readily accessible to and usable by individuals with disabilities. In determining what type of auxiliary aids and services are necessary, the City shall give primary consideration to the request of the individual with a disability. Auxiliary aids and services include, but are not limited to: qualified sign language interpreters, Braille or large print materials, and other effective methods of making information and communications accessible. Disability categories include, but are not limited to, mobility, hearing, vision, and/or cognitive impairments.

**Modifications to Policies and Procedures:** The City of San Diego 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 the City’s 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 San Diego, should contact the department directly with the request, preferably at least five working days before the scheduled event. Requests may also be sent to Susan Madison, ADA & Disability Services Director during normal business hours at 619-236-5979, 619-236-5903 (TTY) or [smadison@sandiego.gov](mailto:smadison@sandiego.gov)

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

More information about the ADA can be found at the U.S. Department of Justice website, [www.ada.gov](http://www.ada.gov) or by calling their helpline at 800-514-0301 (voice), 800-514-0383 (TTY). The City of San Diego will not place a surcharge for 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.