



County of Schenectady

NEW YORK

Kathleen Rooney
County Manager

620 State Street
Schenectady, New York 12305
(518) 388-4355 FAX (518) 388-4590
www.schenectadycounty.com

NOTICE UNDER THE AMERICANS WITH DISABILITIES ACT

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

Employment: Schenectady 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.

Effective Communication: Schenectady County will generally, upon request, provide appropriate aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in Schenectady County'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: Schenectady County 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 Schenectady County 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 Schenectady County, should contact the ADA Coordinator or the Human Resource Director as soon as possible but no later than 48 hours before the scheduled event.

Miriam Cajuste, Affirmative Action Manager/ADA Coordinator
or
David McGraw, Director of Human Resources
620 State Street, 2nd Floor
Schenectady, New York 12305
518-388-4233

The ADA does not require Schenectady County 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 Schenectady County is not accessible to persons with disabilities should be directed to the ADA Coordinator, Miriam Cajuste at 388-4233.

Schenectady 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 reasonable modification of policy, such as retrieving items from locations that are open to the public but are not accessible to persons who use wheelchairs.