

WHEREAS, the Town of Kirklin receives Federal funds for many uses and projects;

and;

WHEREAS, the receipt of such funds requires compliance with federal laws and policies;

and;

WHEREAS, it is the wish of the U.S. Equal Employment Opportunity Commission that municipal entities such as the Town of Kirklin formally enact and adopt policies and procedures demonstrating compliance with the Americans With Disabilities Act (ADA); and;

WHEREAS, the Town of Kirklin, by its Town Council, wishes to formally adopt and implement the following policy and procedure for the benefits of all Town of Kirklin citizens;

and;

NOW, THEREFORE, BE IT RESOLVED, by the Kirklin Town Council of the Town of Kirklin, that the following declaration becomes a written policy of the Town of Kirklin and be posted in the Town Hall upon passage.

NOTICE UNDER THE AMERICAN WITH DISABILITIES ACT

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

Employment: The Town of Kirklin 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: The Town of Kirklin will generally, upon request, provide appropriate aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in the Town of Kirklin'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: The Town of Kirklin 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 Kirklin 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 the Town of Kirklin, should contact the office of the Clerk/Treasurer, 765-279-8786, 113 North Main Street, Kirklin, IN 46050.

The Town of Kirklin 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.