



WASHINGTON COUNTY, MARYLAND

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 Board of County Commissioners of Washington County, Maryland, and Washington County, Maryland (collectively, “County”), will not discriminate against qualified individuals with disabilities on the basis of disability in the access of facilities or provision of County services, activities, programs, or benefits.

Employment: The 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: The County will generally, upon request, provide appropriate aids and services leading to effective communication for qualified persons with disabilities so they can participate in the County’s programs, services, and activities, including qualified sign language interpreters, audio recordings of meetings or programs, and other ways of making information and communications accessible to people who have speech, hearing, or vision impairments.

Modifications to Policies and Procedures: The County will make all reasonable modifications to policies and programs to ensure that people with disabilities have an equal opportunity to enjoy all of the County’s services, activities, programs, and benefits. For example, individuals with service animals are welcomed in the County’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 County program, service, or activity, should contact the office of Human Resources, ADA Title II Coordinator for Washington County, Maryland, at 100 West Washington Street, Hagerstown, Maryland 21740, telephone (240)-313-2350, email HRService@washco-md.net, as soon as reasonably possible before the scheduled event.

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

Grievance Procedure: Complaints that a County facility, service, activity, program, or benefit is not accessible to persons with disabilities on the basis of disability discrimination should be directed to Deb Peyton, ADA Title II Coordinator for Washington County, Maryland, at 100 West Washington Street, Hagerstown, Maryland 21740, telephone (240)-313-2350. Detailed

information about filing a complaint is contained in the County's Grievance Procedure under the Americans with Disabilities Act.

The 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 or 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.