



NOTICE OF THE TOWN OF GLASTONBURY'S AMERICANS WITH DISABILITIES ACT POLICY

EMPLOYMENT: In accordance with title I of the Americans with Disabilities Act (ADA), the Town of Glastonbury does not discriminate on the basis of disability in its hiring or employment practices.

PROGRAMS: In accordance with title II of the ADA, Glastonbury does not discriminate on the basis of disability in its services, programs, or activities.

COMMUNICATION: Glastonbury will, upon request, provide auxiliary aids and services leading to effective communication for qualified persons with disabilities so they may participate equally in Glastonbury's programs, services, and activities, including qualified sign language interpreters, assistive listening devices, documents in Braille, and other ways of making information and communication accessible to people who have speech, hearing, or vision impairments.

MODIFICATIONS OF POLICIES AND PROCEDURES: Glastonbury 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 welcome in Glastonbury offices, even where pets are generally prohibited.

The Town of Glastonbury will not place a surcharge on an individual or group to cover the cost of providing auxiliary aids/services or reasonable modifications of policy.

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

Anyone requiring an auxiliary aid for effective communication or modification of policies and procedures to participate in a Town of Glastonbury program, service, or activity, should contact Sherri L. Tanguay, ADA Coordinator – sherri.tanguay@glastonbury-ct.gov or (860) 652-7503.

COMPLAINTS: Complaints may be sent to Sherri L. Tanguay, ADA Coordinator – sherri.tanguay@glastonbury-ct.gov or (860) 652-7503.