



COMMISSIONERS:
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CAMI BREMER (Vice-Chair)

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Facilities and Strategic Infrastructure Management Services

Facilities ~ Parking ~ Americans with Disabilities Act (ADA)

El Paso County ADA Notice

Notice Under the Americans with Disabilities Act



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

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 auxiliary aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in the County's programs, services, and activities, including qualified sign language interpreters, documents in alternative formats, 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 procedures to ensure that people with disabilities have an equal opportunity to enjoy all County programs, services, and activities. For example, individuals with service animals are welcomed in County offices, even where pets are generally prohibited.

Surcharges: 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/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.

Architectural Barriers: The County will take all required action to provide access to its building and facilities to individuals with disabilities.

Fundamental Alterations/Undue Burden: The ADA does not require El Paso County to take any action that would fundamentally alter the nature of its programs or services, or impose an undue financial or administrative burden.

Requesting an Accommodation: 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 ADA Coordinator listed below as soon as possible but no later than 48 hours before the scheduled event. For your convenience, the Request for Accommodation or Barrier Removal form is available on the County's website www.elpasoco.com or through the ADA Coordinator. Alternative forms of this Notice are available.

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Title II ADA Coordinator
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