

## COMMITMENT TO COMPLIANCE UNDER THE AMERICANS WITH DISABILITIES ACT

In accordance with the requirements of Title II of the Americans with Disabilities Act of 1990 (“ADA”), the District will not discriminate on the basis of disability against qualified individuals with a disability with respect to its services, programs or activities.

**EMPLOYMENT:** The District does not discriminate on the basis of disability in its hiring or employment practices. The District complies with the federal regulations under Title I of the ADA (which governs the application of the ADA in the hiring and employment setting).

**EFFECTIVE COMMUNICAITON:** The District will comply with the ADA with respect to providing auxiliary aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in its programs, services, and activities. These aids and services are designed to make information and communications accessible to people who have impairments, in areas such as speech, hearing, and vision. The District will not place a surcharge on a qualified individual with a disability, or any group of qualified individuals with disabilities, to cover the cost of providing auxiliary aids/services or reasonable modifications of policy (for example, retrieving items from locations that are open to the public but inaccessible to users of wheelchairs).

Anyone who requires an auxiliary aid or service for effective communication, or a modification of policies or procedures to participate in a service, program, or activity of the District should contact the Compliance Coordinator, whose contact information is listed in the District’s Notice of Discrimination. Such contact should be made as soon as possible, but not later than 48 hours before the scheduled event (and preferably, at least five (5) business days before the event).

**MODIFICAITONS TO POLICIES AND PROCEDURES:** The District will make reasonable modifications to policies and programs to ensure that people with disabilities have an equal opportunity to enjoy its services, programs, and activities. However, the ADA does not require the District 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 District service, program, or activity is not accessible to persons with a disability may be directed to the District’s Compliance Coordinator (**Rena Roth 27247 Highway 5 Keytesville, MO 652561 (660)288-3767**). In addition, as stated in the District’s Notice of Nondiscrimination, a person who is unable to resolve a problem or grievance arising under Title II of the ADA may contact the United States Department of Education’s Office of Civil Rights, Region VII, Petticoat Lane, 1010 Walnut Street, Suite 320, Kansas City, MO 64106; phone (816)268-0550.