NOTICE UNDER THE AMERICANS WITH DISABILITIES ACT

In accordance with the requirements of Title II of the Americans with Disabilities Act (ADA) of 1990, the Joplin Area Transportation Study Organization (JATSO) will not discriminate against qualified individuals with disabilities on the basis of disability in its services, programs, or activities.

Employment: The JATSO 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 JATSO will provide appropriate aids and services leading to effective communication for qualified persons with disabilities upon request and wherever possible, so they can participate equally in the JATSO'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 JATSO 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 JATSO 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 program, service, or activity of JATSO should contact the JATSO Title VI Coordinator, Reba Snavely, at 417-624-0820 Ext. 210. Persons who are hearing impaired may contact the ADA Coordinator, Reba Snavely, through the Human Resources Department at 417-624-0820 Ext. 210 as soon as possible but no later than 48 hours before the scheduled event. TTD Number (417) 625-4774.

The ADA does not require the JATSO 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 program, service, or activity of the JATSO is not accessible to persons with disabilities should be directed to the JATSO Title VI /ADA Coordinator, Reba Snavely, at 417-624-0820 Ext 210.

The JATSO 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.

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David Hertzberg, JATSO Chairman