

## **American with Disabilities Act**

The American with Disabilities Act (ADA) was approved by Congress and signed into law by President George H.W. Bush on July 26, 1990. The ADA is a comprehensive civil rights law prohibiting discrimination based on disability. The ADA law broadly protects the rights of individuals with disabilities in employment, access to State and local government services, places of public accommodations, transportation and other important areas of American life. The ADA law also requires newly designed and constructed or altered State and local government facilities, public accommodations and commercial facilities to be readily accessible to and usable by individuals with disabilities.

## **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 City of Hendersonville will not discriminate against qualified individuals with disabilities based on disability in its services, programs, or activities.

***Employment:*** The City of Hendersonville does not discriminate based on 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 City of Hendersonville will generally, upon request, provide appropriate aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in City of Hendersonville'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 City of Hendersonville 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 City of Hendersonville 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 the City of Hendersonville, should complete an Applicant Accommodation Request Form. Forms can be found on the City's website, [www.hvilletn.org](http://www.hvilletn.org). Please submit the form to the Human Resources Office at [personnel@hvilletn.org](mailto:personnel@hvilletn.org) as soon as possible but **no later than 48 business hours before the scheduled event.**

The ADA does not require the City of Hendersonville 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 City of Hendersonville is not accessible to persons with disabilities should be directed to:

Peter Voss, ADA Coordinator  
101 Maple Drive North  
Hendersonville, TN 37075  
615-264-5314 (o)  
615-264-5353 (f)  
[personnel@hvilletn.org](mailto:personnel@hvilletn.org)

The City of Hendersonville will not place a surcharge on an individual with a disability or any group of individuals with disabilities to cover the cost of providing auxiliary aid/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.