



## Public Notice of ADA Compliance

In accordance with the requirements of Title II of the Americans with Disabilities Act (ADA) of 1990, the Americans with Disabilities Amendments Act of 2008, the Fair Employment & Housing Act (FEHA), Ohio Revised Code 4112.02, and other applicable codes, the Butler County Engineer's Office does not discriminate against qualified individuals on the basis of disability in its services, programs, or activities.

**Employment:** The Butler County Engineer's Office does not discriminate on the basis of disability in its hiring or employment practices and will comply with the Fair Employment and Housing Act, as well as Title I of the ADA, including the regulations promulgated by the U.S. Equal Employment Opportunity Commission (EEOC), including the requirement to provide reasonable accommodations.

**Effective Communication:** The Butler County Engineer's Office will generally, upon request, provide appropriate aids and services leading to accessible and effective communication of office information for qualified persons who have speech, hearing, vision, or cognitive impairments.

**Modifications to Policies and Procedures:** The Butler County Engineer's Office will make all reasonable modifications to policies and procedures to ensure that people with disabilities have an equal opportunity to participate in or utilize its programs, services, and activities. For example, individuals with service animals are welcomed in the Butler County Engineer's Office, even though 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 Butler County Engineer's Office should contact the responsible Department contact as soon as possible, but no later than 48 hours before the scheduled event.

Neither the ADA nor state law requires the Butler County Engineer's Office to take any action that would fundamentally alter the nature of its programs, activities, or services, or impose an undue financial or administrative burden. Complaints that a program, activity, or service of the Butler County Engineer's Office is not accessible should be directed to the ADA Coordinator, Nick Okuley, E.I., S.I., 1921 Fairgrove Avenue, Hamilton, OH 45011, phone 513-785-4133 or email at [okuleyn@bceo.org](mailto:okuleyn@bceo.org).

The Butler County Engineer's Office 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 to create access.