



City of Medford

OFFICE of DIVERSITY, EQUITY
and INCLUSION

Frances N. Nwajei, Director

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Medford, Massachusetts 02155

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PUBLIC 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 Medford** will not discriminate on the basis of disability in its services, programs, or activities.

Employment: The **City of Medford** 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 **City of Medford** will generally, upon request, provide appropriate aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in the **City of Medford'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 Medford** 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 the **City of Medford** 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 Medford** should contact the Director of Diversity, Equity and Inclusion, Frances Nwajei, who is the City's ADA Coordinator, as soon as the need is anticipated and no later than 48 business hours prior to the scheduled event. While the municipality will do its best to accommodate you, certain accommodations require the hiring of outside contractors who

may not be available if requested immediately before the meeting, program or event.

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The ADA does not require the **City of Medford** to take any action that would fundamentally alter the nature of its programs, services, or activities or that would impose an undue financial or administrative burden.

Concern that a program, service, or activity of the **City of Medford** is not accessible to persons with disabilities should be directed to:

Frances Nwajei
Director of Diversity, Equity and Inclusion
85 George P. Hassett Drive, Room 101
Medford, MA 02155
Tel: 781-393-2439
Email: FNwajei@medford-ma.gov

The **City of Medford** 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.