

# ADA Public Notice



## 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 Kingsport will not discriminate against qualified individuals with disabilities on the basis of disability in its services, programs, or activities.

**Employment.** The city 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 will generally, upon request, provide appropriate aids and services leading to effective communication for qualified individuals with disabilities so they can participate equally in the city’s programs, services and activities, including qualified sign language interpreters, documents in braille, and other ways of making information and communications accessible to individuals who have speech, hearing, or vision impairments.

**Modifications to Policies and Procedures.** The city will make reasonable modifications to policies and programs to ensure that individuals with disabilities have an equal opportunity to enjoy all of its programs, services, and activities. For examples, individuals with service animals are welcomed in city 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 city program, service, or activity, should contact the office of *George DeCroes, ADA Coordinator*, as soon as possible, but no later than 72 hours before the scheduled event.

Complaints that a city program, service, or activity is not accessible to individuals with disabilities should be directed to the ADA Coordinator.

The city 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.

George DeCroes, ADA Coordinator  
301 Louis Street, Suite 303, Kingsport, TN 37660  
Phone No.: (423) 229-9401, ext. 5  
Email: [ADAcontact@KingsportTN.gov](mailto:ADAcontact@KingsportTN.gov)