



TOWN OF NISKAYUNA NOTICE UNDER THE AMERICANS WITH DISABILITIES ACT

In accordance with the requirements of the Americans with Disabilities Act of 1990 (ADA), the Town of Niskayuna will not discriminate against qualified individuals with disabilities on the basis of disability in its services, programs, or activities.

Employment: The Town of Niskayuna 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 the ADA. Qualified individuals with disabilities employed by the Town of Niskayuna are entitled to equal pay and other forms of compensation (or changes in compensation) along with work assignments, classifications, seniority, leave, and all other forms of employment compensation or advantage.

Effective Communication: The Town of Niskayuna 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 Town of Niskayuna'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 Town of Niskayuna 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 Town of Niskayuna offices, even where pets are generally prohibited.

Request for Accommodations: 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 Town of Niskayuna should contact the Deputy Town Attorney or the Town Comptroller as soon as possible but no later than 48 hours before the scheduled event:

Deputy Town Attorney (Alexis Kim) akim@niskayuna.org (518) 386-4516	Comptroller (Paul Sebesta) psebesta@niskayuna.org (518) 386-4506
---	--

The Town of Niskayuna 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.

Town of Niskayuna's ADA Coordinator for pedestrian facilities within the Town public right-of-way is the Deputy Town Attorney. Complaints that a program, service, or activity of the Town of Niskayuna is not accessible to persons with disabilities should be directed to the ADA Coordinator,

The ADA does not require the Town of Niskayuna to take any action that would fundamentally alter the nature of its programs or services or impose an undue financial or administrative burden.