

Missouri Department of Higher Education & Workforce Development

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 Missouri Department of Higher Education & Workforce Development ("MDHEWD") will not discriminate against qualified individuals with disabilities on the basis of disability in its services, programs, or activities.

Employment: MDHEWD 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: MDHEWD will generally, upon request, provide appropriate aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in MDHEWD's programs, services, and activities.

Modifications to Policies and Procedures: MDHEWD 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 MDHEWD 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 MDHEWD, should reach out to the **ADA Coordinator** at the address below as soon as possible but no later than 48 hours before the scheduled event:

complaints@dhewd.mo.gov or 205 Jefferson Street, Jefferson City, MO 65102

The ADA does not require the MDHEWD 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 MDHEWD is not accessible to persons with disabilities should be directed to the attention of the **ADA Coordinator** at the address above.

MDHEWD 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.