



CITY OF LAFAYETTE NOTICE OF NONDISCRIMINATION UNDER THE AMERICANS WITH DISABILITIES ACT (ADA)

The City of Lafayette prohibits discrimination in all its municipal programs, services, activities, and facilities. In accordance with Title VI of the Civil Rights Act of 1964 and other applicable federal and state laws, the City ensures that no person is excluded from participation in, denied the benefits of, or otherwise subjected to discrimination on the basis of race, color, national origin, sex, age, disability, or Limited English Proficiency (LEP).

The City also provides additional protections under its policies and applicable state laws, including those based on sexual orientation and income status.

The City of Lafayette is committed to providing meaningful access to all programs and services and complies with: Title VI of the Civil Rights Act of 1964, as amended; Section 504 of the Rehabilitation Act of 1973, as amended; and the Americans with Disabilities Act of 1990, as amended.

Employment: The City does not discriminate on the basis of disability in its hiring or employment practices and complies with all regulations disseminated by the U.S. Equal Employment Opportunity Commission under the Americans with Disabilities Act (ADA).

Communication: The City will generally, upon request, provide appropriate auxiliary aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in the City's programs, services and activities including documents in alternative formats, 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 will make all reasonable modifications to policies and procedures to ensure people with disabilities have an equal opportunity to enjoy all City programs, services, and activities. The City will not impose unnecessary eligibility standards or rules that deny individuals with disabilities the opportunity to participate in service, programs or activities.

Surcharges: 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, such as retrieving items from locations that are open to the public but are not accessible to persons who use wheelchairs or other adaptive mobility devices.



Physical Barriers: The City will act in good faith to provide access to its buildings and facilities to individuals with disabilities. The ADA does not require the City to take any action that would fundamentally alter the nature of its programs or services or impose an undue financial or administrative burden.

Accommodation Requests and Grievances: Any person who needs an auxiliary aid or service should contact the City's ADA Compliance Coordinator as soon as possible but no later than 48 business hours before the scheduled event. Complaints that a City program, service, activity or facility is not accessible to persons with disabilities should be directed to the City's ADA Compliance Coordinator.

ADA Compliance Coordinator
City of Lafayette
Amber Schaefer, HR Director
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