

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 New York State Office for the Aging (NYSOFA) will not discriminate against qualified individuals with disabilities on the basis of disability in its services, programs, or activities.

Employment: NYSOFA 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: NYSOFA will generally, upon request, provide appropriate aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in NYSOFA's programs, services, and activities, including qualified sign language interpreters, documents in Braille, and other ways of making information and communications accessible to such persons.

Modifications to Policies and Procedures: NYSOFA 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 NYSOFA offices, even where pets are generally prohibited.

Anyone (*other than NYSOFA employees; employment-related requests are covered elsewhere in NYSOFA policies*) 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 NYSOFA, should contact NYSOFA's ADA Coordinator, Colleen Scott, 2 Empire State Plaza, 6th Floor, Albany, NY 12223-1251, tel. 1-844-697-6321, e-mail: ADACoordinator@aging.ny.gov.

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

Complaints (*other than those made by NYSOFA employees; employment-related complaints are covered elsewhere in NYSOFA policies*) that a program, service, or activity of NYSOFA is not accessible to persons with disabilities should be directed to NYSOFA's ADA Coordinator, Colleen Scott, 2 Empire State Plaza, 6th Floor, Albany, NY 12223-1251, tel. 1-844-697-6321, e-mail: ADACoordinator@aging.ny.gov.

NYSOFA 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.