

**TIPPECANOE COUNTY ADA NOTICE OF NON-DISCRIMINATION**  
**NOTICE UNDER THE AMERICANS WITH DISABILITIES ACT**

In accordance with the requirements of the Americans with Disabilities Act of 1990, Tippecanoe County will not discriminate against qualified individuals with disabilities on the basis of disability in the County's employment, services, programs or activities.

**Employment:** The County 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 Americans with Disabilities Act (ADA).

**Effective Communication:** The County 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 County's programs, services, and activities, including qualified sign language interpreters, documents in Braille, 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 County will make all reasonable modifications to policies and procedures to ensure that people with disabilities have an equal opportunity to enjoy all County programs, services, and activities.

**For example:** individuals with service animals are welcomed in County offices, even where pets are generally prohibited. The County will not impose unnecessary eligibility standards or rules that deny individuals with disabilities the opportunity to participate in service, programs or activities.

**Surcharges:** The County 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.

**Architectural Barriers:** The County will take all required action to provide access to its building and facilities to individuals with disabilities.

**Fundamental Alterations/Undue Burden:** The ADA does not require the County to take any action that would fundamentally alter the nature of its programs or services, or impose an undue financial or administrative burden.

**Requesting an Accommodation:** Anyone who needs an auxiliary aid or service should contact the County's ADA Coordinator or fill out a "Request for Auxiliary Aids and Service Form" as soon as possible but no later than 48 hours before the scheduled event.

**Grievances:** Complaints that a County program, service, activity, or facility is not accessible to persons with disabilities should be directed to:

**Paula Bennett**

ADA/Title VI Coordinator  
County Commissioner's Office  
20 N. 3<sup>rd</sup> St.  
Lafayette, IN 47901  
[plbennett@tippecanoe.in.gov](mailto:plbennett@tippecanoe.in.gov)