Notice Under The Americans With Disabilities Act

In accordance with the requirements of title II of the Americans with Disabilities Act of 1990, as amended (**ADA**), Fairfax County Government (Park Authority) will not discriminate against qualified individuals with disabilities on the basis of disability in the County's services, programs, or activities.

Employment: The Park Authority 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: The Park Authority will generally, upon request, provide appropriate aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in our 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 disabilities.

Modifications to Policies and Procedures: The Park Authority will make all reasonable modifications to policies and programs 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 our facilities, 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 Park Authority program, service, or activity, should contact the ADA representative as soon as possible but no later than 10 days before the scheduled event. All attempts to accommodate will be made, but not guaranteed, if the request is received less than 10 days out.

For the *Fairfax County Park Authority*

Please contact: **Jennae Asborno, Access and Inclusion Coordinator**

703-324-8563 / 711 TTY / 703-324-3976 / Jennae.Asborno@fairfaxcounty.gov

Phone / 711 TTY / Fax / Email

The ADA does not require the Park Authority 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 Park Authority program, service, or activity is not accessible to persons with disabilities should be directed to Jennae Asborno, Park Authority Access and Inclusion Coordinator, Park Services Division, 12055 Government Center Parkway, Suite 425, Fairfax, Virginia 22035.

The Park Authority 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.