



NOTICE UNDER THE AMERICANS WITH DISABILITIES ACT

In accordance with the requirements of title II of the Americans with Disabilities Act of 1990 ("ADA"), as amended, the Sonoma County Library will not discriminate against qualified individuals with disabilities on the basis of disability in its services, programs, or activities.

Employment: The Sonoma County Library 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 Sonoma County Library will generally, upon request, provide appropriate aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in the Sonoma County Library's 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, vision or other impairments.

Modifications to Policies and Procedures: The Sonoma County Library will make all reasonable modifications to policies and procedures to ensure that people with disabilities have an equal opportunity to enjoy all of its programs, services, and/or activities. For example, subject to some limitations, individuals with Service Animals¹ are welcomed in Sonoma County Library 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 the Sonoma County Library, should

¹ "Service Animal" means any dog (or in some cases extended to miniature horses) that is individually trained to do work or perform tasks for the benefit of an individual with a disability. Service Animal does not apply to emotional support animals.

contact the Library's ADA Coordinator or his or her designee as follows as soon as possible. The Library has designated the following individual as the ADA Coordinator:

Suzanne Silva
Human Resources Manager / ADA Coordinator
Sonoma County Library
6135 State Farm Drive
Rohnert Park, CA 94928
707-545-0831
ssilva@sonomalibrary.org

Requesting accommodations at least 3 working/business days before the scheduled event will help to ensure availability.

Please note that the ADA does not require the Sonoma County Library 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, and/or activity of the Sonoma County Library is not accessible to persons with disabilities should also be directed to the ADA Coordinator using the contact information set forth above.

The Sonoma County Library 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.

January 2018