



## Americans with Disabilities Act Public Notice

May 2020

In accordance with the requirements of Title II of the Americans with Disabilities Act of 1990 (ADA), the Georgia Environmental Finance Authority (GEFA) does not discriminate on the basis of disability in its services, programs, or activities.

**Employment:** GEFA does not discriminate on the basis of disability in its hiring or employment practices and complies with regulations promulgated by the U.S. Equal Employment Opportunity Commission under Title I of the ADA.

**Effective Communication:** GEFA will generally, upon request, provide appropriate aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in GEFA 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 impairments.

**Modifications to Policies and Procedures:** GEFA will make reasonable modifications to policies and procedures to ensure people with disabilities have an equal opportunity to enjoy programs, services, and activities. For example, individuals with service animals are welcomed in GEFA offices, even where pets are generally prohibited.

To request an auxiliary aid or service for effective communication, or a modification of policies or procedures to participate in a program, service, or activity, contact **Glendale Jones, director of human resources, at 404-584-1033** as soon as possible but no later than 48 hours before the activity or event.

The ADA does not require GEFA 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, or activity is not accessible to persons with disabilities should be directed to **Glendale Jones, director of human resources, at 404-584-1033**.

GEFA will not place a surcharge on an 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 not wheelchair accessible.