



## NOTICE UNDER THE AMERICANS WITH DISABILITIES ACT

In accordance with the requirements of title II of the Americans with Disabilities Act of 1990, the Forest Preserve District of Will County (FPDWC) will not discriminate against qualified individuals with disabilities on the basis of disability in FPDWC's services, programs or activities.

*Employment:* The Forest Preserve District of Will 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 title I of the American with Disabilities Act (ADA).

*Effective Communication:* The Forest Preserve District of Will County will generally, upon request, provide appropriate aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in FPDWC'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 or vision impairments.

*Modifications to Policies and Procedures:* The Forest Preserve District of Will County will make reasonable modifications to policies and programs to ensure that people with disabilities have an equal opportunity to enjoy all FPDWC programs, services and activities. For example, individuals with service animals are welcomed in FPDWC 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 FPDWC program, service or activity, should contact the Department of Public Affairs at the Sugar Creek Administration Center as soon as possible but no later than 48 hours before the scheduled event.

The ADA does not require FPDWC 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 FPDWC program, service or activity is not accessible to persons with disabilities or requests for aid or services should be directed to the:

**Superintendent of Public Affairs**  
**Sugar Creek Administration Center**  
**17540 W. Laraway Road, Joliet, Illinois 60433**  
*comments@fpdwc.org*  
**815.727.8700**

The Forest Preserve District of Will 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 aid/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.

