NOTICE OF NON-DISCRIMINATION UNDER TITLE II OF THE AMERICANS WITH DISABILITIES ACT AND SECTION 504 OF THE REHABILITATION ACT

General Remarks: In accordance with the requirements of Title II of the Americans with Disabilities Act of 1990 (ADA) and Section 504 of the Rehabilitation Act of 1973, the City of Bellingham will not discriminate against qualified individuals with disabilities on the basis of disability in its services, programs, activities and facilities.

Employment: The City of Bellingham 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 Americans with Disabilities Act (ADA).

Effective Communication: The City 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 City of Bellingham’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 a speech, hearing, or vision impairment.

Modifications to Policies and Programs: The City of Bellingham will make all reasonable modifications to policies and programs to ensure that people with disabilities have an equal opportunity to enjoy all of its programs, services, activities and facilities. The ADA does not require the City of Bellingham to take any action that would fundamentally alter the nature of its programs or services, or impose an undue financial or administrative burden.

The City 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.
**Contact Information:** You may contact the designated ADA/504 Coordinator if:

- you have questions, concerns or requests for additional information regarding the Americans with Disabilities Act or Section 504 of the Rehabilitation Act.
- you require an auxiliary aid or service for effective communication or a modification of policies or procedures to participate in a City program, service or activity. Please make requests as soon as possible, but no later than 48 hours before the scheduled event.
- you have a complaint that a City program, service, activity or facility is not accessible to persons with disabilities.

ADA/504 Coordinator  
City of Bellingham  
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