

# CommunityLibraryNetwork<sup>®</sup>

We Empower Discovery

ADA NOTIFICATION POLICY

Board Approved: April 23, 2019

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

**Employment:** Community Library Network does not discriminate based on 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:** Community Library Network 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 Community Library Network 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:** Community Library Network will make all reasonable modifications to policies and programs to ensure that people with disabilities have an equal opportunity to enjoy all its programs, services, and activities. For example, individuals with service animals are welcomed in Community Library Network 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 Community Library Network, should contact the office of **Randy Zepeda, ADA Coordinator (208 773-1506 ext. 329; [ADAcordinator@communitylibrary.net](mailto:ADAcordinator@communitylibrary.net) )** as soon as possible but no later than 72 hours before the scheduled event.

The ADA does not require the Community Library Network 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 of Community Library Network is not accessible to persons with disabilities should be directed to **Randy Zepeda, ADA Coordinator (208 773-1506 ext. 329; [randyz@communitylibrary.net](mailto:randyz@communitylibrary.net))**. The Community Library Network 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 are not accessible to persons who use wheelchairs.