

# City of Miramar

## ADA NOTICE

In accordance with the requirements of Title II of the Americans with Disabilities Act of 1990 ("ADA"), the **City of Miramar** will not discriminate against qualified individuals with disabilities on the basis of disability in its services, programs, or activities.

***Employment:*** The **City of Miramar** 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 **City of Miramar** will generally, upon request, provide appropriate aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in **City of Miramar** 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 **City of Miramar** 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, and activities. For example, individuals with service animals are welcomed in the **City of Miramar** offices, even where pets are generally prohibited.

***Surcharges:*** The **City of Miramar** 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.

***Fundamental Alterations/Undue Burden:*** The ADA does not require the **City of Miramar** to take any action that would fundamentally alter the nature of its programs or services, or impose an undue financial or administrative burden.

***Requesting an Accommodation:*** 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 **City of Miramar**, should contact the **ADA Coordinator at (954) 602-3800 or (954) 602-3802 (TVV)** as soon as possible but no later than 72 hours before the scheduled event.

***Complaints:*** Complaints that a City program, service, or activity is not accessible to persons with disabilities should be directed to:

**ADA Coordinator  
City of Miramar  
Human Resources Dept.  
2300 Civic Center Place  
Miramar, FL 33025  
(954) 602-3800  
(954) 602-3802 (TVV)**