

**City of Beech Grove, Indiana**  
**Notice Under the Americans with Disabilities Act**

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

**Employment:** The City of Beech Grove does not discriminate on the basis of disability in its hiring or employment practices and complies with all regulation promulgated by the U.S, Equal Employment Opportunity Commission under Title I of the Americans with Disability Act.

**Effective Communication:** The City of Beech Grove 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 Beech Grove'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.

**Modification of Policies and Procedures:** The City of Beech Grove 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 Beech Grove 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 the City of Beech Grove, should contact the office of Joe Prindle, ADA

Coordinator, 806 Main Street, Beech Grove, IN 46107-2006, (317) 784-3003 as soon as possible but no later than 48 hours before the scheduled event.

The ADA does not require the City of Beech Grove 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 the City of Beech Grove is not accessible to a persons with disabilities should be directed to Joe Prindle, ADA Coordinator, 806 Main Street, Beech Grove, IN 46106-2006, (317) 784-3003.