



## **The Americans with Disabilities Act with Reasonable Modifications Statement**

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

**Employment:** GoochlandCares 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:** GoochlandCares will generally, upon request, provide appropriate aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in GoochlandCares programs, services and activities.

**Modifications to Policies and Procedures:** GoochlandCares 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. Anyone who requires an auxiliary aid or service for effective communication, or a modification of policies or procedures to participate in a GoochlandCares program, service, or activity, should contact Carol Dunlap at 804-556-6260 or [cdunlap@goochlandcares.org](mailto:cdunlap@goochlandcares.org) as soon as possible but no later than 48 hours before the scheduled event.

The ADA does not require GoochlandCares to take any action that would fundamentally alter the nature of its programs or services or impose any undue financial or administrative burden.

Complaints that a GoochlandCares program, service, or activity is not accessible to persons with disabilities should be directed to GoochlandCares ADA Coordinator, Alison Smith at 804-556-6260 or [asmith@goochlandcares.org](mailto:asmith@goochlandcares.org).

GoochlandCares 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.