**Town of Leyden**

**Public 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 Town of Leyden will not discriminate against qualified individuals with disabilities on the basis of disability in its services, programs, or activities.

**Employment:** The Town of Leyden 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 Town of Leyden 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 Town of Leyden’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.

**Modifications to Policies and Procedures:** The Town of Leyden 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 Town offices and buildings.

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 Town of Leyden, should contact, ADA Coordinator, Michele Giarusso, at (413) 774-4111, ext. 1 or [selectboard@townofleyden.com](mailto:selectboard@townofleyden.com) as soon as possible but no later than 5 business prior to the scheduled event.

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

**Complaints:** Complaints that a program, service, or activity of the Town of Leyden is not accessible to persons with disabilities should be directed to Town of Leyden, ADA Coordinator, Michele Giarusso, at (413) 774-4111, ext. 1 or email: [selectboard@townofleyden.com](mailto:selectboard@townofleyden.com).