

## Americans with Disability Act Notice

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

**Employment:** PCS 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:** PCS will generally, upon request, provide appropriate aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in PCS's programs, services and activities, including qualified sign language interpreter and other ways of making information and communications accessible to people who have speech, hearing or vision impairments.

**Modifications to Policies and Procedures:** PCS 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 PCS program, service or activity, should contact our office of Human Resources as soon as possible but no later than 48 hours before the scheduled event. The ADA does not require PCS 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 PCS program, service or activity is not accessible to persons with disabilities should be directed to Human Resources Department of Piedmont Community Services at (276)632-7128.

PCS 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.