SANTA MONICA PUBLIC LIBRARY

LIBRARY POLICY

NOTICE UNDER THE AMERICANS WITH DISABILITIES ACT AND SECTION 504 OF THE REHABILITATION ACT OF 1973

In accordance with the requirements of Title II of the Americans with Disabilities Act of 1990 ("ADA"), and Section 504 of the Rehabilitation Act of 1973 (“Section 504”) the City of Santa Monica does not discriminate against qualified individuals with disabilities on the basis of disability in its services, programs, or activities.

The City of Santa Monica (“City”) 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.

The City 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 programs, services, and activities, including qualified sign language interpreters and other ways of making information and communications accessible to people who have speech, hearing, or vision impairments.

The City 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. Qualified persons with disabilities who require 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, or who need an alternative format of this or other City notices, should contact the lead staff designated in program, service or activity publications, or the office of the ADA/Section 504 Coordinator as soon as possible but no later than 5 working days before the scheduled event.

The ADA and Section 504 do not require the City 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 is not accessible to persons with disabilities should be directed to the office of the ADA/Section 504 Coordinator. Formal grievances should follow the City’s posted Grievance Procedures for the ADA/Section 504.

The City 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.

Elizabeth Anderson, Acting ADA/Section 504 Coordinator
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