



COUNTY OF BERGEN 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 County of Bergen will not discriminate against qualified individuals with disabilities on the basis of disability in its services, programs, or activities.

Employment: The County of Bergen 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 County of Bergen 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 County of Bergen'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 County of Bergen 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 County of Bergen's 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 County of Bergen, should contact the **County of Bergen's ADA Coordinator, Monday – Friday, 9:00 AM–5:00 PM**, as soon as possible, but no later than 48 hours before the scheduled event.

The ADA does not require the County of Bergen 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 County of Bergen is not accessible to persons with disabilities should be directed to the appropriate ADA Coordinator:

For Complaints Involving Public Right-of-Way:

Jaison Alex
One Bergen County Plaza, 4th Floor
Hackensack, New Jersey 07601
Phone: (201) 336-6445
Fax: (201) 336-6449
E-mail: jalex@bergencountynj.gov

For All Other Complaints:

Dr. Margaret F. Haynes
One Bergen County Plaza, 5th Floor
Hackensack, New Jersey 07601
Phone: (201) 336-6377
Fax: (201) 336-6389
E-mail: mhaynes@bergencountynj.gov

Recipients shall keep on file for one year all complaints of noncompliance received. A record of all such complaints, which may be in summary form, shall be kept for five years. The ADA Coordinator is responsible for complaint maintenance.

The County of Bergen 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, such as retrieving items from locations that are open to the public but are not accessible to persons who use wheelchairs.