

## NOTICE UNDER THE AMERICANS WITH DISABILITIES ACT

### THE CENTRAL VIRGINIA ALLIANCE FOR COMMUNITY LIVING, INC.

In accordance with the requirements of Title II of the Americans with Disabilities Act of 1990 (ADA), the Central Virginia Alliance for Community Living, Inc. (CVACL) will not discriminate against qualified individuals with disabilities on the basis of disability in its services, programs, or activities.

**Employment:** The Authority does not discriminate on the basis of disability in its hiring or employment practices and complies with all regulations by the U.S. Equal Employment Opportunity Commission.

**Effective Communication:** The Authority will generally, upon request, provide appropriate aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in our 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 Authority 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 our program, service, or activity, should contact our ADA Coordinator or Title-VI coordinator at [cvcl@cvcl.org](mailto:cvcl@cvcl.org) as soon as possible but no later than 48 hours before the scheduled event.

The ADA does not require CVACL 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 CVACL program, service, or activity is not accessible to persons with disabilities should be directed to our ADA Coordinator at [cvcl@cvcl.org](mailto:cvcl@cvcl.org) or Title VI coordinator at [cvcl@cvcl.org](mailto:cvcl@cvcl.org)

The CVACL 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.