

GOVERNMENT OF THE DISTRICT OF COLUMBIA

OFFICE OF EMPLOYEE APPEALS



REPLY TO:
955 L'Enfant Plaza, S.W.
Suite 2500
Washington, DC 20024
(202)727-0004
FAX (202)727-5631

GOVERNMENT OF THE DISTRICT OF COLUMBIA OFFICE OF EMPLOYEE APPEALS (OEA)

ADA PUBLIC NOTICE

In accordance with the requirements of Title II of the Americans with Disabilities Amendments Act of 2008 ("ADA"), the District of Columbia will not discriminate against qualified individuals with disabilities on the basis of disability in its services, programs, or activities.

Employment: District of Columbia 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: District of Columbia will generally, upon request, provide appropriate aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in District of Columbia'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: District of Columbia 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 District of Columbia 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 District of Columbia, should contact the DC Office of Disability Rights as soon as possible but no later than 48 hours before the scheduled event.

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

The District of Columbia 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.

Requests for a reasonable accommodation and complaints that a program, service, or activity of District of Columbia is not accessible to persons with disabilities should be directed to the agency ADA Coordinator:

Sheila G. Barfield

202-727-1811

Sheila.barfield@dc.gov

Additionally, the DC Office of Disability Rights (ODR) provides technical and informal dispute resolution assistance if needed. For additional information and assistance, please contact:

DC Office of Disability Rights
441 4th Street, NW - Suite 729N
Washington, DC 20001
Phone: (202) 724-5055
TTY: 711

This notice is available in alternate formats from OEA.