

NOTICE UNDER THE AMERICANS WITH DISABILITIES ACT

In accordance with the requirements of Title II of the Americans with Disabilities Act of 1990, the Town of Lewisboro, New York (“Lewisboro”) will not discriminate against qualified individuals with disabilities on the basis of disability in any of the services, programs, or activities offered by Lewisboro.

Non-Discrimination in Employment: Lewisboro does not discriminate on the basis of disability in its hiring or employment practices. Lewisboro will not ask a job applicant about the existence, nature or severity of disability. Applicants may be asked about their ability to perform specific job functions. Medical examinations or inquiries may be made, but only after a conditional offer of employment is made and only if required of all applicants for the position. Lewisboro will make reasonable accommodations for the known physical or mental limitations of a qualified applicant or employee with a disability upon request unless the accommodation would cause an undue hardship on the operation of Lewisboro’s business. Any employee’s medical records will be retained separate from personnel files and kept confidential. Lewisboro will make an individualized assessment of whether a qualified individual with a disability meets selection criteria for employment decisions. To the extent its selection criteria have the effect of disqualifying an individual because of disability those criteria will be job-related and consistent with business necessity.

Auxiliary Aids and Services: Lewisboro will provide appropriate auxiliary aids and services, including qualified interpreters and assistive listening devices, whenever necessary to ensure effective communication with members of the public who have hearing, sight, or speech impairments, unless to do so would result in a fundamental alteration of its programs or an undue administrative or financial burden. Lewisboro 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.

Reasonable Modifications: As part of its effort to provide full and fair access to its programs for people with disabilities, Lewisboro will make reasonable modifications to policies, practices, and procedures where necessary to fully integrate people with disabilities into mainstream programs and services offered by Lewisboro.

TDD Information: Lewisboro can be reached by telecommunication devices for the deaf (TDD) through the Sprint Relay Service at 1-800-662-1220 (TDD).

Lewisboro will take other actions required of Title II of the ADA and the Department of Justice’s regulations at 28 C.F.R. Pt. 35.

ADA Coordinator: A person who requires an accommodation or auxiliary aid or service to participate in a Lewisboro program, service or activity, should contact the Town Clerk's Office at 914-763-3511 and 1-800-662-1220 (TDD) as far in advance as possible but no later than 48 hours before the scheduled event. Further, any complaint that a program, service, or activity offered by Lewisboro is not accessible to persons with disabilities should be directed to Lewisboro's Town Clerk.