

*City of*  
**SACRAMENTO**

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**Notice of Compliance under ADA & California State Law**

In accordance with the requirements of Title II of the Americans with Disabilities Act (ADA) of 1990, the Americans with Disabilities Amendments Act of 2008, the Fair Employment & Housing Act (FEHA), California Code Section 508 of the Rehabilitation Act of 1973 (as amended), Government Code Section 11135 and other applicable codes, the City of Sacramento will not discriminate against individuals on the basis of disability in its services, programs or activities. Complaints that a program, activity or service of the City of Sacramento is not accessible should be directed to:

**Jami Kinney, Citywide ADA Coordinator**  
**City of Sacramento**  
**915 I Street, First Floor**  
**Sacramento, CA 95814 - 2604**  
**Phone (916) 808-8976**  
**TTY (916) 808-5707**  
[jkinney@cityofsacramento.org](mailto:jkinney@cityofsacramento.org)

**Employment:** The City of Sacramento will not discriminate on the basis of disability in its hiring or employment practices and will comply with the FEHA as well as Title I of the ADA, including the regulations promulgated by the U.S. Equal Employment Opportunity Commission (EEOC), including the requirement to provide reasonable accommodations.

**Effective Communication:** The City of Sacramento will generally, upon request, provide appropriate aids and services leading to effective communication for qualified persons with disabilities, including sign language interpreters, documents in Braille and other alternate formats, to ensure information and communication is accessible to people who have speech, hearing, vision, or cognitive impairments so they can participate equally in the City's programs, services and activities.

**Modification to Policies and Procedures:** The City of Sacramento will make reasonable modifications 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 behaving within applicable standards are welcome in City offices and facilities, even when pets are generally prohibited.

Anyone who requires auxiliary aides and services for effective communication, or a modification of policies or procedures to participate in a program, service or activity in the City of Sacramento should communicate with the Department contact as soon as possible, but no later than **48 hours** before the scheduled event.

Neither the ADA nor state law require the City of Sacramento to take action that would fundamentally alter the nature its programs, activities or services or impose an undue financial or administrative burden.

The City of Sacramento will not place a surcharge on a particular individual with a disability or a group of individuals with disabilities to cover the cost of providing auxiliary aids and services or making a reasonable accommodation to a policy to create access.