

**GORDON COUNTY GOVERNMENT
ADA REASONABLE MODIFICATION POLICY
ACCESS TO PROGRAMS, SERVICES AND ACTIVITIES**

Non-Discrimination

No person shall, on grounds of race, color, or national origin, be excluded from participation, be denied the benefits of, or be subjected to discrimination under any Gordon County program or activity.

Individuals with Disabilities

No qualified individual with a disability shall, by reason of such disability, be excluded from participation in or be denied the benefits of the services, programs, or activities of Gordon County, or be subject to discrimination by Gordon County. Nor shall Gordon County exclude or otherwise deny equal services, programs, or activities to an individual because of the known disability of an individual with whom the individual is known to have a relationship or association.

Definition

A “qualified individual with a disability” is an individual with a disability who, with or without reasonable modifications to rules, policies, or practices, the removal of architectural, communication, or transportation barriers, or the provision of auxiliary aids and services, meets the essential eligibility requirements for the receipt of service or the participation in programs or activities provided by Gordon County.

Reasonable Modification

Gordon County shall make reasonable modifications in policies, practices, or procedures when the modifications are necessary to avoid discrimination on the basis of disability, unless Gordon County can demonstrate that making the modifications would fundamentally alter the nature of the service, program or activity.

Communications

Gordon County shall take appropriate steps to ensure that communications with applicants, participants, and members of the public with disabilities are as effective as communications with others. To this end, Gordon County shall furnish or utilize appropriate auxiliary aids and services where necessary an individual with disability an equal opportunity to participate in, and enjoy the benefits of, a service, program, or activity conducted by Gordon County shall give primary consideration to the requests of the individual with disabilities.

Auxiliary Aids and Services

“Auxiliary aids and services” includes:

- 1. Qualified interpreters, note takers, transcription services, written material, assistive listening systems, and other effective methods for making aurally delivered materials available with hearing impairments.**
- 2. Qualified readers, taped texts, audio recordings, brailled material, large print material, or other effective methods for making visually delivered material available to individuals with visual impairments.**
- 3. Acquisition or modification of equipment or devices.**
- 4. Other similar services or actions.**

Limits of Requirement Modification

Gordon County Government is not required to take any action that it can demonstrate would result in a fundamental alteration in the nature of a service, program, or activity or in undue financial and administrative burdens. Any decision that compliance with its responsibility to provide effective communication for Individuals with disabilities would fundamentally alter the services, programs, or activity or unduly burden Gordon County Government shall be made by the Board of Commissioners after considering all resources available for use in funding and operating the program, service, or activity. The decision shall be accompanied by a written statement of the reasons for reaching that conclusion.

Notice

Gordon County shall make available to applicants, participants, beneficiaries, and other interested persons information regarding the provisions of Title II of the Americans with Disabilities Act (ADA) and its applicability to the services, programs, or activities of Gordon County. The information shall be made available in such manner as Gordon County ADA Coordinator finds necessary to apprise such person of the protections against discrimination assured by the ADA.

Gordon County ADA Coordinator

Gordon County ADA Coordinator shall, in conjunction with the Gordon County Department Heads, coordinate Gordon County’s efforts to comply with and carry out its responsibilities under Title II of the ADA, including any investigation of any complaint communicated to it alleging its noncompliance or alleging any actions that would be prohibited under the ADA. Gordon County shall make available to all interested individuals the name, office address, and telephone number of the employee(s) so designated and shall adopt and publish procedures for prompt and equitable resolution of complaints alleging any action that would be prohibited under the ADA.