



EAST BAY REGIONAL PARK DISTRICT

NOTICE UNDER THE AMERICANS WITH DISABILITIES ACT

In accordance with the requirements of Title II of the Americans with Disabilities Act of 1990 (“ADA”), the East Bay Regional Park District (“Park District”) will not discriminate against qualified individuals with disabilities on the basis of disability in its services, programs, or activities.

Employment

The Park District 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

The Park District will generally, upon request, provide appropriate aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in the Park District’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

The Park District 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 a program, service, or activity of the Park District, should contact Paul Ferrario, ADA Coordinator, during normal business hours at 510-544-2158 or adacoordinator@ebparks.org, preferably five working days before the scheduled event.

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

More information about the ADA can be found at the U.S. Department of Justice website, www.ada.gov, or by calling their helpline at 800-514-0301 (voice), 800-5140383 (TTY). Applicants or employees of the Park District who would like to request a reasonable accommodation or have other disability-related concerns may contact the Chief Human Resources Manager Kip Walsh at 510-544-2151 or kwalsh@ebparks.org. Concerns or complaints that a program, service, or activity of the Park District is not accessible to persons with disabilities should be directed to Paul Ferrario, ADA Coordinator, at 510-544-2158 or adacoordinator@ebparks.org.

The Park District 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.