



Gaines Charter Township Statement of Compliancy Under the Americans with Disabilities Act (ADA)

NOTICE UNDER THE AMERICANS WITH DISABILITIES ACT

In accordance with the requirements of Title II of the Americans with Disabilities Act of 1990 ("ADA"), Gaines Charter Township will not discriminate against qualified individuals with disabilities on the basis of disability in its services, programs, or activities.

Employment: Gaines Charter Township 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: Gaines Charter Township will generally, upon request, provide appropriate aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in 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: Gaines Charter Township 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 Gaines Charter Township 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 Gaines Charter Township, should contact the Township office at 616-698-6640, as soon as possible but no later than 48 hours/2 business days before the scheduled event.

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

Complaints that a program, service, or activity of Gaines Charter Township is not accessible to persons with disabilities should be directed to the Gaines Charter Township office at:

616-698-6640

or write us at:

Gaines Charter Township
8555 Kalamazoo Ave., SE
Caledonia, MI 49316

Grievances regarding ADA compliance will be handled in accordance with the Gaines Charter Township Personnel Handbook.

Gaines Charter Township 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.

FOR FURTHER INFORMATION

In accordance with Section 35.106 of the ADA's Title II Regulations, all applicants, participants, beneficiaries, and other interested persons are advised that further information may be obtained from this Township government and from the Office on the Americans with Disabilities Act, Civil Rights Division, U.S. Department of Justice, Washington, DC 20035-6118 (202) 514-0301 (Voice) or (202) 514-0381 (TDD)

GAINES CHARTER TOWNSHIP REQUEST FOR ACCESS AND GRIEVANCE PROCEDURE, UNDER THE AMERICANS WITH DISABILITIES ACT

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 Gaines Charter Township, should complete the [Request for Access Form](#) and contact the Township office as soon as possible, but no later than 48 hours/2 business days before the scheduled event.

If you have a complaint that a program or activity of Gaines Charter Township is not accessible to persons with disabilities, please fill out a [Grievance Form](#) and submit it to the Gaines Charter Township offices.

The Township's [Grievance Procedure](#) is available online for your review.