



## 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 St. Johns River Water Management District (“District”) will not discriminate against qualified individuals with disabilities on the basis of disability in its services, programs, or activities.

**Employment:** The 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:** In accordance with the ADA, the District will, upon request, provide auxiliary aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in the District’s programs, services, and activities.

**Modifications to Policies and Procedures:** The 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. For example, individuals with service animals are welcomed in the District’s 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 the District should contact the District’s ADA Coordinator as soon as possible but no later than 48 hours before the scheduled event. The 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. In accordance with the ADA, the District may deny any request that would fundamentally alter the nature of the District’s programs, services or activities or impose an undue financial or administrative burden.

Complaints that a program, service, or activity of the District is not accessible to persons with disabilities should be directed to the District’s ADA Coordinator.

### ADA COORDINATOR CONTACT INFORMATION:

Ms. Robin W. Hudson, Director, Office of Human Resources.  
4049 Reid Street, P.O. Box 1429  
Palatka, FL 32178-1429  
Phone\*: (386) 329-4500 or (800) 451-7106  
Fax: (386) 329-4801

\* If you are hearing or speech impaired, please contact the agency using the Florida Relay Service, 1(800)955-8771 (TDD) or 1(800)955-8770 (voice).