

City of Bloomington ADA Notice

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

Employment

The City of Bloomington 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 City of Bloomington 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 City of Bloomington's programs, services, and activities, including qualified sign language interpreters, closed captioning, accessible digital documents and publications, and other ways of making information and communications accessible to people who have speech, hearing, or vision impairments.

Modifications to Policies and Procedures

The City of Bloomington will make all reasonable modifications to policies and procedures to ensure that people with disabilities have an equal opportunity to enjoy all of its programs, services, and activities. For example, service animals are welcomed in City of Bloomington offices, even where animals 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 City of Bloomington should contact Michael Shermis at human.rights@bloomington.in.gov or 812-349-3471 as soon as possible but no later than 48 hours before the scheduled event.

The City of Bloomington 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 policies.

The ADA does not require public entities 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 the City of Bloomington is not accessible to persons with disabilities should be directed to Michael Shermis at human.rights@bloomington.in.gov or 812-349-3471 or via the City's [ADA complaint form](#).