



## Mission Oaks Recreation & Park District ADA Nondiscrimination Notice

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

**Employment:** The Mission Oaks Recreation & 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 Mission Oaks Recreation & 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 Mission Oaks Recreation & Park District’s programs, services, and activities.

**Modifications to Policies and Procedures:** The Mission Oaks Recreation & 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. 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 Mission Oaks Recreation & Park District, should contact the office of the program, service or activity coordinator as soon as possible but no later than 48 hours before the scheduled event.

The ADA does not require the Mission Oaks Recreation & 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.

Complaints that a program, service, or activity of the Mission Oaks Recreation & Park District is not accessible to persons with disabilities should be directed to:

J.R. Hichborn Parks Superintendent/ADA-504 Compliance officer  
3344 Mission Avenue Carmichael, CA 95608  
Phone: (916) 359-1606

The Mission Oaks Recreation & 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.

**This notice is available in alternate formats from the ADA-504 Compliance officer.**