



NOTICE UNDER THE AMERICANS WITH DISABILITIES ACT

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

Employment: **Spokane Transit Authority** does not discriminate on the basis of disability in its hiring or employment practices and complies with all regulations required by the U.S. Equal Employment Opportunity Commission under Title I of the ADA.

Effective Communication: Upon request, **Spokane Transit Authority** will produce appropriate aids and services leading to effective communication for qualified persons with disabilities, including qualified sign language interpreters, documents in Braille, and other ways of making information and communications accessible so everyone can participate equally in **Spokane Transit Authority's** programs, services, and activities.

Modifications to Policies and Practices: **Spokane Transit Authority** will make reasonable modifications to policies and practices to ensure that people with disabilities have an equal opportunity to enjoy all of its programs, services, and activities. The ADA does not require **Spokane Transit Authority** to take any action that would fundamentally alter the nature of its programs or services, or impose an undue financial or administrative burden, or create a direct threat to the health or safety of others. Spokane Transit also will deny a request when the customer with a disability is able to fully use **Spokane Transit Authority's** services, program, and/or activities without the requested modification.

Anyone who requires an auxiliary aid or service for effective communication, or a modification of policies or practices to participate in a program, service, or activity of **Spokane Transit Authority** should, as soon as possible, contact:

Emily Arneson, Accessibility Officer

Spokane Transit Authority
1230 West Boone Avenue
Spokane, WA 99201
(509) 325-6094
TTY Relay 711

earneson@spokanetransit.com

Complaints: Send complaints about **Spokane Transit Authority's** services for people who are disabled to Emily Arneson, Accessibility Officer. **Spokane Transit Authority** may not investigate complaints received more than 30 days after the alleged incident.

Spokane Transit Authority will not place a surcharge on a person who is disabled or any group of individuals with disabilities to cover the cost of providing auxiliary aids/services or reasonable modifications of policies or practices.

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