

## **ADA Policy Statement**

The City of Gardner does not discriminate on the basis of disability in access to, or employment in, programs, services and/or activities.

Accordingly, the City of Gardner will:

- Take appropriate steps to ensure that communications with applicants, participants, and members of the public with disabilities are as effective as communications with others.
- Make reasonable accommodations in policies, practices, or procedures when necessary to avoid discrimination on the basis of disability, unless a fundamental alteration in a local government program would result.
- Operate its programs so that, when viewed in their entirety, they are readily accessible to and usable by individuals with disabilities.

The City of Gardner will not:

- Refuse to allow a person with a disability to participate in a local government service, program, or activity simply because the person has a disability.
- Require that participation in programs or services and benefits to individuals with disabilities be separate or different from those who are not disabled.
- Subject individuals with disabilities to discrimination in employment under any local government service, program, or activity.

The City of Gardner has appointed an ADA Coordinator to coordinate efforts to comply with these requirements. The ADA Coordinator also serves as a member of the City of Gardner's Disability Commission. Additional assistance and information may be obtained from the members of the City's Commission on Disabilities or through the City's representative on the Disability Commission/ADA Coordinator, who is:

Debra A. Pond  
City of Gardner  
95 Pleasant Street, Rm. 128  
Gardner, MA 01440  
Tel. (978) 630-4001

Other information on the federal regulations regarding the Americans with Disabilities Act can be obtained from:

Office of 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)