City and County of San Francisco
Public Notice under the
Americans with Disabilities Act ("ADA")

In accordance with the requirements of Title II of the Americans with Disabilities Act of 1990 ("ADA"), and its accompanying regulations, the City and County of San Francisco ("the City") will not discriminate against individuals with disabilities on the basis of disability in its programs, services, benefits, activities, and facilities.

Employment: The City does not discriminate on the basis of disability in its hiring or employment practices and follows all regulations of the U.S. Equal Employment Opportunity Commission under Title I of the ADA.

Effective Communication: The City will generally, upon request, provide appropriate aids and services leading to effective communication for individuals with disabilities so they can participate equally in the City's programs, services, benefits, activities, and facilities, including qualified sign language interpreters, documents in braille, 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 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, benefits, activities, and facilities. For example, individuals with service animals are welcomed in the City'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, benefit, activity, or facility of the City should contact the office of [Department name and contact information for ADA Coordinator] as soon as possible but not less than 48 hours before the scheduled event or desired time of participation.

The ADA does not require the City to take any action that would fundamentally alter the nature of its programs, services, benefits, activities, or facilities or impose an undue financial or administrative burden.

Complaints that a program, service, benefit, activity, or facility of the City~~'s~~ is not accessible to persons with disabilities should be directed to [Department name and contact information for ADA Coordinator or link to complaint form].

The City 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.

(Citation: https://archive.ada.gov/pcatoolkit/chap2toolkit.htm)