

## NOTICE UNDER THE AMERICANS WITH DISABILITIES ACT

In accordance with the requirements of Title II of the Americans with Disabilities Act of 1990 ("ADA"), the County of Hawai'i will not discriminate against qualified individuals with disabilities in its services, programs, or activities.

Employment: The County of Hawai'i 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 Communications: The County of Hawai'i will generally, upon request, provide appropriate aids and services leading to effective communication for qualified individuals with disabilities so they can participate equally in the County of Hawai'i's programs, services, and activities. Appropriate aids and services include qualified sign language interpreters, documents in Braille, and other ways of making information and communication accessible to people who have speech, hearing, or vision impairments.

Modifications to Policies and Procedures: The County of Hawai'i will make reasonable modifications to policies and programs to ensure that all people with disabilities have an equal opportunity to enjoy all of its programs, services, and activities.

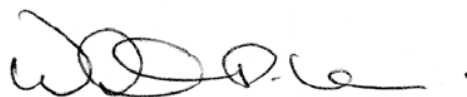
Auxiliary Aids and Services: Anyone who requires an auxiliary aid or service for effective communication or a modification of policies or procedures to participate in a program, service, or activity of the County of Hawai'i should contact the individual named in the announcement for the event, as soon as possible or at least five days prior to the scheduled event.

Fundamental Alteration/Undue Burden: The ADA does not require the County of Hawai'i to take any action that would fundamentally alter the nature of its programs or services or impose an undue financial or administrative burden.

Complaints: Complaints that a program, service, or activity of the County of Hawai'i is not accessible to persons with disabilities should be directed to:

Teri Spinola-Campbell  
Equal Opportunity Officer/ADA Coordinator  
County of Hawai'i  
Department of Human Resources  
101 Pauahi St. Suite No. 2  
Hilo, HI 96720-4224  
Telephone: (808)-961-8361  
Email: [tspinolacampbell@co.hawaii.hi.us](mailto:tspinolacampbell@co.hawaii.hi.us)

Charges: The County of Hawai'i will not charge a particular individual with a disability or any group of individuals with disabilities the cost of providing auxiliary aids/services or reasonable modifications of policy.



William P. Kenoi, Mayor  
County of Hawai'i

JUN 3 0 2009

Date

*Hawai'i County is an Equal Opportunity Provider and Employer*