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| NOTICE UNDER THE AMERICANS WITH DISABILITIES ACT In accordance with the requirements of Title II of the Americans with Disabilities Act of 1990 ("ADA"), King County will not discriminate against qualified individuals with disabilities on the basis of disability in its services, programs, or activities.  ***Employment:*** King County 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:***King County will generally, upon request, provide appropriate aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in King County programs, services, and activities, 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****:* King County will make 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.  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 King County should contact the ADA Coordinators Nate Olsen or Darya Farivar (**Email:** [kcada@kingcounty.gov](mailto:kcada@kingcounty.gov); **Voice:** (206) [206-263-2446](tel:+1-206-263-2446); **TTY:** 711) as soon as possible but no later than 48 hours before the scheduled event.  The ADA does not require King County 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 King County is not accessible to persons with disabilities should be directed to King County Civil Rights Program Investigators Shannon Harris and Sandra Gallagher at (**Email:** [civilrights@kingcounty.gov](mailto:civilrights@kingcounty.gov); **Voice:** [206-263-2446](tel:+1-206-263-2446); **TTY:** 7-1-1; **Mail:** King County Civil Rights Program, 401 5th Ave, Suite 800. Seattle, WA 98104).  King County 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. |

**Additional Notices**

King County adheres to [Title VI of the Civil Rights Act.](https://kingcounty.gov/en/dept/executive/governance-leadership/equity-social-justice/office-of-equity-racial-social-justice/coalitions-programs/civil-rights-program#:~:text=King%20County%20assures%20that%20no%20person%20shall%20on,any%20program%20or%20activity%20receiving%20federal%20financial%20assistance.) This law protects you from discrimination based on your race, color, or national origin in County programs, services, or activities that receive federal funds.

We are also committed to ensuring our digital properties are accessible to all people, including those with auditory, cognitive, neurological, physical, speech, and visual disabilities. For information on the measures we take to do this, visit the [web accessibility webpage.](https://cd.kingcounty.gov/en/shared-topics/about-king-county/website/accessibility)