

## Town of Freeport

### NOTICE UNDER THE MAINE HUMAN RIGHTS AND AMERICANS WITH DISABILITIES ACTS

In accordance with the requirements of the Maine Human Rights Act (“MHRA”) and Title II of the Americans with Disabilities Act of 1990 (“ADA”), the Town of Freeport will not discriminate against qualified individuals with disabilities on the basis of disability in the Town’s services, programs or activities.

The Town may, upon request, provide appropriate aids and services to provide effective communication for qualified persons with disabilities so they can participate equally in the Town’s programs, services and activities.

The Town will, upon request, make all reasonable modifications to policies and programs to ensure that qualified individuals with disabilities have an equal opportunity to enjoy all Town programs, services and activities. For example, individuals with service animals are welcomed in Town offices, even where pets are generally prohibited.

Individuals who require an auxiliary aid or service for effective communication, or a modification of policies or procedures to participate in a Town program, service or activity, should contact the Town’s Equal Opportunity Coordinator at the Town Hall as soon as possible but no later than 48 hours before the scheduled event. The Equal Opportunity Coordinator will respond to the individual’s request in a timely manner.

Complaints that a Town program, service or activity is not accessible to persons with disabilities or of violations of this policy should be directed to the Town’s Equal Opportunity Coordinator at the Town Hall in accordance with the Town’s MHRA and ADA Policy grievance procedure.

The MHRA and ADA do not require the Town to take any action that would fundamentally alter the nature of its programs or services or impose an undue financial or administrative burden. The Town 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.

The Town of Freeport Equal Opportunity Coordinator is: *Human Resources Director*

The Equal Opportunity Coordinator may be contacted as follows:

*Human Resources Director*  
Freeport Town Hall  
30 Main Street Freeport, Maine 04032  
Phone -207-865-4743  
Fax -207-865-0929

The Maine Human Right Commission may be contacted at:

Maine Human Rights Commission #51 State House Station Augusta, Maine 04333 Ph: (207) 624-6050  
Fax: (207) 624-6063 TTY: (888) 577-6690 <http://www.maine.gov/mhrc>

Revised as of: *September 7, 2010*