

NOTICE REGARDING AMERICANS WITH DISABILITIES ACT

In accordance with the requirements of the Americans with Disabilities Act of 1990 (ADA) and the ADA Amendments Act of 2008 (ADAAA), Jackson County does not discriminate, on the basis of disability, against qualified individuals with disabilities in the County's services, programs, or activities.

Jackson County does not discriminate on the basis of disability in its hiring or employment practices. Selection criteria will be job-related and consistent with business necessity. The County will upon request, make reasonable accommodations for known physical or mental limitations of a qualified applicant or employee with a disability, unless the accommodation would cause an undue hardship on the operation of the County's business.

A person who requires an accommodation or an auxiliary aid or service to participate in a County program, service, or activity, should contact the Human Resources Office or the ADA Coordinator at (541) 774-6036 or TTY/TDD 711 or (800)735-2900, as far in advance as possible but no later than 48 hours before the scheduled event. The County will provide appropriate auxiliary aids and service, whenever necessary, to ensure effective communication with members of the public, unless to do so would result in a fundamental alteration of its programs or an undue administrative or financial burden.

**Jackson County departments can be reached by calling TTY/TDD 711
or (800) 735-2900.**

Complaints that a County program, service, or activity is not accessible to persons with disabilities, and complaints of disability-based discrimination against applicants for County employment or County employees, should be directed to the Human Resources and Risk Management Office, 10 South Oakdale, Room200, Medford, Oregon 97501, (541) 774-6036, TTY/TDD 711 or (800) 735-2900.

Jackson County will not place a surcharge on individuals with a disability or any group of individuals with disabilities to cover the cost of providing auxiliary aids or services or reasonable modifications of policy.