

ACCESS TO PROGRAMS AND ACTIVITIES BY PERSONS WITH DISABILITIES

The City of Hazard is committed to providing persons with disabilities equal opportunity to participate in or benefit from its programs, services, employment and activities through its compliance with Section 504 of the Rehabilitation Act of 1973.

The City of Hazard recognizes that persons with disabilities may need reasonable modifications to have equal opportunities to participate in or benefit from City of Hazard's programs, services, employment and activities.

It is the City of Hazard's policy that no otherwise qualified individual with a disability will be denied access to or participation in any program, service, employment or activity offered by the City of Hazard. The City of Hazard will administer programs, services, employment and activities in the most integrated setting appropriate to the needs of qualified persons with disabilities.¹

City of Hazard will provide at no cost appropriate auxiliary aids and services where necessary to afford people with disabilities an equal opportunity to participate in and benefit from the programs, services, employment and activities provided by City of Hazard. Auxiliary aids and services may include qualified interpreters to individuals who are deaf or hard of hearing and must be provided in a timely manner and in such a way as to protect the privacy and independence of the individual.

Persons with disabilities have a right to request reasonable modifications to allow them to participate in or benefit from City of Hazard's programs, services, employment and activities.

The City of Hazard and any of its agents will not coerce, intimidate, retaliate against, or discriminate against any individual for exercising a right under Section 504, or for assisting or supporting another to exercise a right under Section 504.

This Program and Policy applies to all City of Hazard, subrecipients, agents and contractors.

Nondiscrimination Coordinator:

Designated Nondiscrimination Coordinator:

**City Manager
City of Hazard
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Hazard, KY 41702
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The Nondiscrimination Coordinator will coordinate the City of Hazard's efforts to comply with Section 504, including ensuring the following:

- A. City of Hazard will adopt and make readily available in suitable formats (*e.g.*, enlarged, Braille, audio-taped):
 - 1. a procedure that allows an individual to request reasonable modifications or auxiliary aids or services needed to obtain equal access to and enable participation in City of Hazard programs, services, and activities;
 - 2. a procedure for maintaining personal information in a manner that protects the privacy and independence of the individual; and
 - 3. a procedure for providing modifications and auxiliary aids or services.
- B. City of Hazard will maintain data on the nature and extent of the services provided to persons with disabilities and develop data collection requirements as part of the operational guidelines for implementing this policy.
- C. City of Hazard will administer its programs, services, employment and activities in the most integrated setting appropriate to the needs of qualified individuals with disabilities.
- D. The city of Hazard will utilize the grievance procedures set forth in its nondiscrimination program and policy for providing prompt and equitable resolution of complaints alleging any action that would violate Section 504. These procedures should be applicable to any anticipated complaint, including an appeal of a denied request for reasonable modifications or auxiliary aids or services.
- E. City of Hazard will provide auxiliary aids or services that are required to comply with Section 504 free of charge.
- F. City of Hazard will provide periodic in-service training for faculty and staff to develop their awareness and understanding of the needs of persons with disabilities and legal compliance issues.