



LIVE OAK COUNTY NOTICE UNDER THE AMERICANS WITH DISABILITIES ACT

In accordance with the requirements of Title II of the Americans with Disabilities Act of 1990 ("ADA"), Live Oak County (the County) will not discriminate against qualified individuals with disability in the County's services, programs, activities, or employment practices.

Effective Communication

The County will provide appropriate auxiliary aids and services, including qualified sign language interpreters and assistive listening devices, whenever necessary to ensure effective communication with members of the public who have hearing sight, or speech impairments, unless to do so would result in a fundamental alteration of its programs or an under administrative or financial burden. A person who requires an accommodation or auxiliary aid or service to participate in a County Program, service, or activity, should contact the sponsoring Department or Treasurer's Office at 361-449-8027. Requests should be made as far in advance as possible before the scheduled event. We will make every effort to provide accommodation received with less than 48 hours' notice, however, these requests cannot be guaranteed.

Modifications to Policies and Procdures

Live Oak County will make reasonable modifications to all policies and programs to ensure that people with disabilities have an equal opportunity to enjoy all of it's programs, services and activities. If received less than 48 hours notice, while we do our best to provide accommodation requests received with less than 48 hours notice, there is no guarantee an accommodation may be provided.

Employment

The 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 1 of the ADA.

No Surcharge

The 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 a policy.

Not Required

The ADA does not require Live Oak County to take any action that would fundamentally alter the nature of its programs or service, or impose an undue financial or administrative burden.

Grievances

Complaints that a County program, service, or activity is not accessible to persons with disabilities should be directed to the Treasurer's Office at 361-449-8027, the sponsoring County Office, Department, or County Judge's Office at 361-449-8002