



***NOTICE OF NON-DISCRIMINATION UNDER THE  
AMERICANS WITH DISABILITIES ACT AND  
SECTION 504 OF THE REHABILITATION ACT OF 1973***

In accordance with the requirements of Title II of the Americans with Disabilities Act (ADA) of 1990 as amended, (42 U.S.C. §§12101 et seq.) and Section 504 of the Rehabilitation Act of 1973, as amended (Section 504) (29 U.S.C. §794) and implementing regulations found in 28 CFR 35 and 49 CFR 27, **Wayne County Government** 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

Upon request, **Wayne County Government** will use its best efforts to provide appropriate auxiliary aids and services to facilitate effective communication for qualified persons with disabilities so that they have an equal opportunity to obtain the same result, to gain the same benefit, or to reach the same level of achievement as provided to others.

Upon request, **Wayne County Government** will make reasonable modifications to policies and programs to ensure that qualified people with disabilities have an equal opportunity to enjoy all of its programs, services, and activities. **Wayne County Government** is not required to take any action that would fundamentally alter the nature of its programs or services or impose an undue financial or administrative burden.

**Wayne County Government** will not place a surcharge on qualified individuals with disabilities to cover the cost of providing auxiliary aids, services or reasonable modifications of policies.

Inquiries or complaints regarding Title II of the ADA should be directed to **Mr. Steve Higinbotham, 401 E. Main St., Richmond, IN 47374, phone number: 765-973-9297, or email: [steveh@co.wayne.in.us](mailto:steveh@co.wayne.in.us).**

Inquiries or complaints regarding Title VI, Section 504 of the Rehabilitation Act, should be directed to **Ms. Kim Parker, 401 E. Main St., Richmond, IN 47374, phone number 765-973-9209, or email: [kparker@co.wayne.in.us](mailto:kparker@co.wayne.in.us).**

Kenneth E. Paust  
President  
Board of Commissioners, Wayne County, Indiana

Date: February 10, 2016