



NOTICE UNDER THE AMERICANS WITH DISABILITIES ACT

In accordance with the requirements of Title II of the Americans with Disabilities Act of 1990 ("ADA"), the Seminole County Sheriff Office will not discriminate against qualified individuals with disabilities on the basis of disability in its services, programs, or activities.

Employment: Seminole County Sheriff Office does not discriminate on the basis of disability in its hiring or employment practices and strives to comply with all regulations promulgated by the U.S. Equal Employment Opportunity Commission under Title I of the ADA.

Effective Communication: Seminole County Sheriff's Office will generally, upon request, provide appropriate aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in Seminole County Sheriff Office programs, services, and activities, including qualified sign language interpreters and other ways of making information and communication accessible to people who have speech, hearing, or vision impairments.

Modifications to Policies and Procedures: Seminole County Sheriff's Office will make all reasonable modifications to policies and programs to ensure that people with disabilities have an equal opportunity to enjoy all of its programs, services, and activities. For example, individuals with service animals are welcomed in Seminole County Sheriff's Office offices, upon proper approval, even where pets are generally prohibited.

Anyone who requires an auxiliary aid or service for effective communication, or a modification of policies or procedures to participate in a program, service, or activity of Seminole County Sheriff's Office, should contact the ADA Coordinator as soon as possible but no later than 48 hours before the scheduled event. The ADA Coordinator specific to the nature of the group or request is listed below.

The ADA does not require the Seminole County Sheriff's Office to take any action that would fundamentally alter the nature of its programs or services, or impose an undue financial or administrative burden.

For complaints by an employee, complaints by a job applicant, complaints by any member of the public regarding a program, service, activity or meeting attendance or accommodation assistance or complaints that these matters by Seminole County Sheriff's Office are not accessible to persons with disabilities should be directed to **Employee and Public Matters ADA Coordinator - Administrative Services Director Robert Hunter** rhunter@seminolesheriff.org (407) 665-6621 at Seminole County Sheriff's Office 100 Eslinger Way Sanford, FL 32773..

Complaints by an inmate of the **John E. Polk Correctional Facility** regarding a program, service, activity or meeting attendance or accommodation assistance should be directed to the **John E. Polk Correctional Facility Inmate ADA Coordinator - Alexandra Hopkins (Inmate Medical)** ahopkins@seminolesheriff.org (407) 665-1214 211 Eslinger Way Sanford, FL 32773.

Complaints by a juvenile detainee of the **Juvenile Detention Center** regarding a program, service, activity or meeting attendance or accommodation assistance should be directed to the **Juvenile Detention Center ADA Coordinator – JDC Manager Bernard Johns** bjohns@seminolesheriff.org and in his absence **Omar Mestre** omestre@seminolesheriff.org (407) 665-4170 at Seminole County Juvenile Detention Center, 190 Eslinger Way Sanford, FL 32773.

Seminole County Sheriff's Office 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.