



# NOTICE UNDER THE AMERICANS WITH DISABILITIES ACT



The Americans with Disabilities Act (ADA) is a civil rights law that was enacted on July 26, 1990. The ADA guarantees equal opportunity for individuals with disabilities in public accommodations, employment, transportation, State and local government services, and telecommunications.

In accordance with the requirements of title II of the Americans with Disabilities Act of 1990, the City of Shreveport will not discriminate against qualified individuals with disabilities on the basis of disability in the city's services, programs, or activities.

**Employment:** The city does not discriminate on the basis of disability in its hiring or employment practices and complies with all regulation promulgated by the U.S. Equal Employment Opportunity Commission under title I of the Americans With Disabilities Act (ADA).

**Effective Communication:** The city will generally, upon request, provide appropriate aid and services leading to effective communication for qualified persons with disabilities, including qualified sign language interpreters, documents in Braille, and other ways of making information and communications available to people who have speech, hearing or vision impairments.

**Modifications to Policies & Procedures:** The city will make all reasonable modifications to policies and programs to ensure that people with disabilities have equal opportunity to enjoy all city programs, services, and activities. For example, individuals with service animals are welcomed in city offices, even where pets are generally prohibited.

Anyone who requires an auxiliary aid or service for effective communication, or modifications to policies or procedures to participate in a city program, service, or activity, should contact the **ADA Coordinator**: email: [Alonzo Smith](mailto:Alonzo.Smith@shreveportla.gov) | 505 Travis St. Suite 630, Shreveport, La. 71101, Office Phone: 318-673-6594 | Fax: 673-5546 as soon as possible but no later than 48 hours before the scheduled event.

The ADA does not require the city to take any action that would fundamentally alter the nature of its programs or services, or impose undue financial or administrative burden.

**Complaints:** Complaints that a city program, service, or activity is not accessible to persons with disabilities should be directed to:

**ADA Coordinator | [Attn: Alonzo Smith](mailto:Alonzo.Smith@shreveportla.gov)  
505 Travis St. Suite 630, Shreveport, La. 71101  
Office Phone: 318-673-6594 | Direct Line: 318-673-5544  
Fax: 673-5230**

**Surcharges:** The city 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 modification of policy, such as retrieving items from location that are open to the public, but are not accessible to people who use wheelchairs.