



# Americans with Disabilities Act

## City of Troy, New York

In accordance with Title II of the Americans with Disabilities Act of 1990 (ADA), the City of Troy, New York will not discriminate on the basis of disability in its services, programs, or activities.

**Employment:** the City of Troy, New York does not discriminate on the basis of disability in its hiring or employment practices and complies with all regulations outlined in ADA Title I.

**Communication:** the City of Troy, New York will, upon request, provide appropriate auxiliary aides and services for qualified individuals with disabilities, including qualified sign language interpreters, assistive listening devices, documents in Braille, and other methods to make communications accessible to individuals who have speech, hearing, or vision impairments.

The City of Troy, New York will not charge fees to individuals with disabilities associated with costs to provide requested auxiliary aids or services.

**Modification to City Policies and Procedures:** the City of Troy, New York will make reasonable modifications to policies and procedures to ensure that individuals with disabilities have equal opportunity to participate in and enjoy city programs, services, and activities.

**Requests:** To request an auxiliary aid or service for effective communication, or a modification of policies or procedures please contact **John Salka, ADA Coordinator** for the City of Troy, New York via email at [john.salka@troyny.gov](mailto:john.salka@troyny.gov) or (518) 279-7131 as soon as possible but preferably 7 (seven) days prior to, but no later than 48 hours before, the scheduled city event. Requests made less than 48 hours prior to an event will be accommodated to the extent possible.

*The ADA does not require local governments to take any action which would fundamentally alter the nature of its programs or services, or impose an undue financial or administrative burden.*

**Complaints:** Please send complaints regarding programs, services or activities that are not accessible to individuals with disabilities to **John Salka, ADA Coordinator** for the City of Troy, New York at [john.salka@troyny.gov](mailto:john.salka@troyny.gov) or (518) 279-7131.

*Upon request, this notice is available in alternative formats such as large print or Braille.*