

Missouri Department of Higher Education

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 Missouri Department of Higher Education will not discriminate against qualified individuals with disabilities on the basis of disability in its services, programs, or activities.

Employment: Missouri Department of Higher Education 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.

Effective Communication: Missouri Department of Higher Education will generally, upon request, provide appropriate aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in Missouri Department of Higher Education's programs, services, and activities.

Modifications to Policies and Procedures: Missouri Department of Higher Education 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 Missouri Department of Higher Education offices, 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 Missouri Department of Higher Education, should contact the office of *Human Resources or Debra Burnette, Director of Fiscal Affairs and Operations at (573)751-1883, 205 Jefferson Street, Jefferson City Missouri 65102* as soon as possible but no later than 48 hours before the scheduled event.

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

Complaints that a program, service, or activity of Missouri Department of Higher Education is not accessible to persons with disabilities should be directed to *Human Resources or Debra Burnette, Director of Fiscal Affairs and Operations at (573)751-1883, 205 Jefferson Street, Jefferson City Missouri 65102*.

Missouri Department of Higher Education 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.