



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 **BREC** will not discriminate against qualified individuals with disabilities on the basis of disability in its services, programs, or activities.

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

Modifications to Policies and Procedures: **BREC** policies and programs 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 **BREC** 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 **BREC**, should contact the office of **Wendy Devall** at wendy.devall@brec.org at 225/272-9200 ext. 1380 as soon as possible but no later than 5 business days before the scheduled event.

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

Accessibility complaints associated with **BREC** programs, services, or activities should be directed to **Wendy Devall** at wendy.devall@brec.org at 225/272-9200 ext. 1380.

BREC 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.



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If an auxiliary aid and/or service for effective communication (such as Sign Language interpreter, an assistive listening device or print material in digital format) or a reasonable modification in programs, services or activities contact the ADA Coordinator immediately or if possible within 5 business days of the anticipated the activity or event.

A grievance procedure is available to resolve complaints.

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

Wendy Devall at wendy.devall@brec.org at 225/272-9200 ext. 1380.