



# State of Idaho ADA Public Notice



In accordance with the requirements of Title II of the Americans with Disabilities Act of 1990 (“ADA”), the State of Idaho will not discriminate against qualified individuals with disabilities on the basis of disability in the State’s services, programs, or activities.

**Employment:** The State of Idaho 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:** The State of Idaho will generally, upon request, provide appropriate aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in the State of Idaho’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.

**Modification to Policies and Procedures:** The State of Idaho will make all reasonable modifications to policies and programs to ensure that people with disabilities have an equal opportunity to enjoy all State programs, services, and activities. For example, individuals with service animals are welcomed in The State of Idaho 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 State program, service, or activity of the State of Idaho, should contact the office of the program or service as soon as possible but no later than 48 hours before the scheduled event.

The ADA does not require the State of Idaho 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 the State of Idaho is not accessible to persons with disabilities should be directed to:

Paige Bongiorno  
304 N 8<sup>th</sup> Street  
Boise, Idaho 83720-0066  
[paige.bongiorno@dhr.idaho.gov](mailto:paige.bongiorno@dhr.idaho.gov)

The State of Idaho 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.

**This notice is available in alternate formats from the State of Idaho ADA Coordinator.**