



NOTICE UNDER THE AMERICANS WITH DISABILITIES ACT (ADA)

In accordance with the requirements of title II of the Americans with Disabilities Act of 1990 and the ADA Amendments Act of 2008, the South Dakota Department of Human Services will not discriminate against qualified individuals with disabilities on the basis of disability in the Department's services, programs, or activities.

Employment: The Department 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 Americans with Disabilities Act.

Effective Communication: The Department will, upon request, provide appropriate auxiliary aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in the Department's programs, services, and activities, including qualified sign language interpreters, documents in alternative formats, and other ways of making information and communication accessible to people with disabilities.

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

Anyone who requires auxiliary aids or services for effective communication, or a modification of policies or procedures to participate in a Department program, service, or activity, should contact the DHS ADA Coordinator at (605) 773-5990 as soon as possible but no later than 48 hours before the scheduled event.

The ADA does not require the Department 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 Department program, service, or activity is not accessible to persons with disabilities should be directed to DHS ADA Coordinator at (605) 773-5990.

The Department 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.