

Americans with Disabilities Notice Under the Americans with Disabilities Act (ADA)

Title VI of the Civil Rights Act of 1964 requires that “no person in the United States shall, on the ground of race, color or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving federal financial assistance.”

In accordance with the requirements of Title II of the Americans with Disabilities Act of 1990 (“ADA”) and Section 504 of the Rehabilitation Act of 1973, the Town of Mt. Crested Butte will not discriminate against qualified individuals with disabilities on the basis of disability in its facilities, services, programs, or activities.

Employment

The Town of Mt. Crested Butte 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 Town of Mt. Crested Butte will make every effort, upon request, to provide appropriate aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in the Town’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

The Town will make 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 Town of Mt. Crested Butte offices, even where pets might be prohibited. The Town of 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 open to the public but inaccessible to persons who use wheelchairs.

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

Requests for Accommodations/Modifications

Requests for specific accommodations or modifications in policies, practices or procedures necessary to ensure equal access should be directed to Department Heads overseeing access to the program, service or activity sought a minimum of 48 hours before the event. Requests, considered on a case by case basis, will be promptly addressed, and reasonable accommodations, if appropriate, will be identified and communicated. Reasonableness of accommodation requests will be considered using the following ADA criteria: 1) the request is not a fundamental alteration of service; 2) the request is not a direct threat to the health or safety of others; 3) the request is needed by the requester to use the service; and 4) the request does not result in undue financial or administrative burden to Town.

Complaints

Complaints that a program, service, or activity of the Town of Mt. Crested Butte is not accessible to persons with disabilities should be submitted pursuant to the Grievance Procedure Under the Americans with Disabilities Act and may be directed to the Town’s ADA Coordinator at (970) 349-6632 or ldesposato@mtcrestedbuttecolorado.us.