



## **THE AMERICANS WITH DISABILITIES ACT and MODIFICATIONS**

In accordance with the requirements of Title II of the Americans with Disabilities Act of 1990 (ADA), Goochland Free Clinic and Family Services will not discriminate against qualified individuals with disabilities on the basis of disability in its services, programs or activities.

Employment: Goochland Free Clinic and Family Services 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: Goochland Free Clinic and Family Services will generally, upon request, provide appropriate aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in Goochland Free Clinic and Family Services ' programs, services and activities.

Modifications to Policies and Procedures: Goochland Free Clinic and Family Services 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. Anyone who requires an auxiliary aid or service for effective communication, or a modification of policies or procedures to participate in a Goochland Free Clinic and Family Services program, service, or activity, should contact Carol Dunlap at 804-556-6260 or [cdunlap@goochlandcares.org](mailto:cdunlap@goochlandcares.org) as soon as possible but no later than 48 hours before the scheduled event.

The ADA does not require Goochland Free Clinic and Family Services to take any action that would fundamentally alter the nature of its programs or services, or impose any undue financial or administrative burden.

Complaints that a Goochland Free Clinic and Family Services program, service, or activity is not accessible to persons with disabilities should be directed to Goochland Free Clinic and Family Services' ADA Coordinator, Mim Oman at 804-556-0476 or [moman@goochlandcares.org](mailto:moman@goochlandcares.org).

Goochland Free Clinic and Family Services 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.