



## 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 Missouri Department of Natural Resources will not discriminate against qualified individuals with disabilities on the basis of disability in its services, programs, or activities.

***Employment:*** the Missouri Department of Natural Resources 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 Missouri Department of Natural Resources 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 Missouri Department of Natural Resources 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 Missouri Department of Natural Resources 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. For example, individuals with service animals are generally welcomed in the Missouri Department of Natural Resources offices, state parks, or historic sites, even where pets are generally prohibited, unless such accommodation would fundamentally alter the nature of the Department's programs or services, or impose an undue financial or administrative burden on the agency.

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 the Missouri Department of Natural Resources, should contact the office of either Misty Hill or Mike Sutherland as soon as possible but no later than 48 hours before the scheduled event:

Misty Hill, HR Manager/ADA Co-Coordinator  
Department of Natural Resources  
PO Box 176, 1101 Riverside Drive  
Jefferson City, MO 65102  
PH: (573) 751 - 7719

Or

Mike Sutherland, Director ADA Co-Coordinator  
Division of State Parks  
PO Box 176, 1101 Riverside Drive  
Jefferson City, MO 65102  
PH: (573)–751-2123

The ADA does not require the Missouri Department of Natural Resources 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 Missouri Department of Natural Resources is not accessible to persons with disabilities should be directed to either ADA Co-Coordinator Misty Hill or Mike Sutherland at the above address and or phone number.

The Missouri Department of Natural Resources 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.