



<b>Title:</b> <b>Americans with Disabilities Act Policy</b>	<b>Policy No.:</b> T1302
<b>Purpose:</b> To establish MCDOT policy supporting the Americans with Disability Act and associated accommodations.	<b>Division:</b> Transportation System Management
<b>Authorized Signature:</b>  <hr/> <b>Jennifer Toth, P.E.</b> <b>Transportation Director</b>	<b>Effective Date:</b> December 27, 2017

**A. Background:**

This policy is developed to be in accordance with the requirements of the Americans with Disabilities Act (**ADA**). Maricopa County Department of Transportation (MCDOT) will not discriminate against qualified individuals with disabilities on the basis of disability in its services, programs, or activities.

**B. Policy:**

1. Employment: MCDOT does not discriminate on the basis of disability in its hiring or employment practices. It also complies with all regulations promulgated by the U.S. Equal Employment Opportunity Commission under the ADA and ADA Amendments Act.
2. Effective Communication: MCDOT will generally, upon request, provide appropriate aids and services leading to effective communication for qualified persons with disabilities, so they can participate equally in MCDOT's programs, services, and activities. This includes 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.
3. Modifications to Policies and Procedures: MCDOT 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 regulated by the ADA and ADA Amendments Act.

**C. Supporting Information:**

*The Americans with Disabilities Act, and  
The ADA Amendments Act*