

PUBLIC NOTICE UNDER THE AMERICANS WITH DISABILITIES ACT

In accordance with the requirements of Title II of the Americans with Disabilities Act (ADA) of 1990, Government Code Section 11135, and other applicable codes, the State of California Department of Rehabilitation (DOR) does not discriminate against qualified individuals on the basis of disability in admission to, access to, or operations of its programs, services, and activities.

The DOR provides programs, services, and activities that are readily accessible to and usable by individuals with disabilities including:

- Effective Communications - Upon request, the DOR provides appropriate aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in the DOR'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.
- Modification to Policies and Procedures – The DOR 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 welcomed in the DOR offices, even where pets are generally prohibited.

Employment:

The DOR 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 and the Fair Employment and Housing Act. Discrimination complaints from the DOR's employees and applicants for employment will be handled in accordance with the established procedures of the DOR Office of Civil Rights. The DOR Office of Civil Rights can be reached at 721 Capitol Mall, Sacramento, CA 95814, Voice Phone (916) 558-5850, or TTY 1-844-729-2800.

Consumers:

DOR consumer complaints and grievances will be handled in accordance with the provisions of the Rehabilitation Act of 1973 as amended. Information may be obtained from the DOR Consumer Information Handbook or [Rights and Remedies](#), local Client Assistance Program Advocates, and/or your local Senior Vocational Rehabilitation Counselor.

Other questions, concerns or complaints regarding accessibility to the DOR's programs, services and/or activities may be forwarded to the DOR's ADA Coordinator, Chief of the Disability Access Services, 721 Capitol Mall, Sacramento, CA 95814, Voice Phone (916) 558-5755, TTY 1-844-729-2800, or e-mail DASinfo@dor.ca.gov.

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

The DOR 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 modification of policy to create access.

This notice can be made available in alternate format as a reasonable accommodation by contacting the DOR's Disability Access Services Section.