



TOWN OF MERRIMAC
4 SCHOOL STREET
MERRIMAC, MA 01860

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 Town of Merrimac will not discriminate against qualified individuals with disabilities on the basis of disability in its services, programs, or activities.

Employment

The Town of Merrimac is committed to equal opportunity in all aspects of employment for qualified individuals with disabilities. In accordance with the Americans with Disabilities Act (ADA) and other federal and state law, it is the policy of the Town of Merrimac to provide necessary reasonable accommodation in employment to any qualified individual with a disability unless the accommodation would impose an undue hardship on the operation of the Town of Merrimac or would change the essential functions of the position. Employee Reasonable Accommodation Request forms are located on the Town's website or with the Town's ADA Coordinator.

Effective Communication

The Town of Merrimac 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 Town of Merrimac'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 of Merrimac 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 Town of Merrimac offices, even where pets are generally prohibited.

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 Town of Merrimac should contact the Town's ADA coordinator as soon as possible but no later **than 2 business days** before the scheduled event:

Robert Sinibaldi, ADA Coordinator
The Town of Merrimac
4 School Street
Merrimac, MA 01860
TEL: (978) 346-0525
EMAIL: commissioner@townofmerrimac.com

The ADA does not require the Town of Merrimac 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 Town of Merrimac is not accessible to persons with disabilities should be directed to the Town's ADA Coordinator. Reasonable Accommodation Request forms for residents are located on the town's website or with the Town's ADA Coordinator.

The Town of Merrimac 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.

