



Delaware Department of
Human Resources

**13 Reads Way, Suite 201
New Castle, DE 19720**

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 State of Delaware will not discriminate against qualified individuals with disabilities based on disability in its services, programs, or activities.

Employment: The State of Delaware does not discriminate based on 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 State of Delaware 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 State of Delaware 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 State of Delaware will make all reasonable modifications to policies and programs to ensure that people with disabilities have an equal opportunity to enjoy all its programs, services, and activities. For example, individuals with service animals are welcomed in the State of Delaware 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 State of Delaware, should contact the ADA Office as soon as possible but no later than 48 hours before the scheduled event.

The ADA does not require the State of Delaware 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 State of Delaware is not accessible to persons with disabilities should be directed to:

**Deborah Yancey, State of Delaware ADA Coordinator
Department of Human Resources**

Phone: 302-222-0073

Email: DHR_ADAConcerns@delaware.gov

ASSOCIATED FORMS/INFORMATION

[ADA Title II Grievance Operating Procedure](#)

[ADA Title II Grievance Procedure Complaint Form](#)

The State of Delaware 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.