

# AMERICANS WITH DISABILITIES ACT NOTIFICATION

In accordance with the requirements of Title II of the Americans with Disabilities Act of 1990 (ADA), the Oklahoma Department of Transportation will not discriminate against qualified individuals with disabilities with respect to services, programs, or activities.

## **Employment**

The Oklahoma Department of Transportation does not discriminate on the basis of disability in 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 Oklahoma Department of Transportation will make reasonable accommodations to policies and programs to ensure that individuals with disabilities have equal access to Department programs and services. Individuals requiring auxiliary aids or services for effective communication or modification of policies or procedures of a Department program or service should contact the office of the ADA/504 Coordinator, (405) 521-4140 no later than 72 hours before the scheduled event.

## **Modifications to Policies and Procedures**

The Oklahoma Department of Transportation will make all reasonable modifications to policies and programs to ensure that people with disabilities have an equal opportunity for all programs, services, and activities.

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, should contact the office of **Trinia Mullins, ADA/504 Coordinator at (405) 521-4140**, as soon as possible but no later than 72 hours before the scheduled event.

## **Compliant Process**

The ADA Complaint Procedure is established to meet the requirements of the Americans with Disabilities Act. It may be used by employees and non-employees who wish to file a complaint alleging discrimination on the basis of disability in programs or benefits offered by ODOT.

In the event an individual believes that the Department has failed to comply with ADA by not providing equivalent access to a Department service, program, or activity, that individual or group of individuals may file a complaint with the Department.

A written complaint should be filed within 180 days of the alleged occurrence using the Department's ADA Complaint form. Copies of this form and complaint procedure may be printed from the Department website or a copy may be obtained by contacting the [ADA/504 Coordinator](#).

*The Oklahoma Department of Transportation (ODOT) ensures that no person or groups of persons shall, on the grounds of race, color, sex, age, national origin, disability/handicap, or income status, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any and all programs, services, or activities administered by ODOT, its recipients, sub-recipients, and contractors.*