



DISTRICT OF COLUMBIA
BOARD OF ELECTIONS
WASHINGTON, D.C. 20003



**DISTRICT OF COLUMBIA BOARD OF ELECTIONS NOTICE OF
NONDISCRIMINATION & COMPLIANCE UNDER
THE AMERICANS WITH DISABILITIES ACT**

In accordance with the requirements of Title II of the Americans with Disabilities Act of 1990 ("ADA") and Section 504 of the Rehabilitation Act of 1973 ("Section 504") the District of Columbia Board of Elections ("DCBOE"), will not discriminate against qualified individuals with disabilities on the basis of disability in its services, programs, or activities.

Employment: DCBOE 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.

Effective Communication: DCBOE will generally, upon request, provide appropriate aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in DCBOE'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: DCBOE 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 welcome in DCBOE offices and polling sites, 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 DCBOE, should contact the ADA Coordinator as soon as possible, but no later than 48 hours before the scheduled event:

Terrica Jennings, ADA Coordinator
D.C. Board of Elections
Office of the General Counsel
1015 Half Street, SE, Suite 750, Washington, D.C. 20003
(202) 727-2524 (Direct), tjennings@dcoee.org

The ADA does not require DCBOE to take any action that would either 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 DCBOE is not accessible to persons with disabilities should be directed to the ADA Coordinator.

DCBOE will not place a surcharge on a particular individual with a disability, or on 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.