



AMERICANS WITH DISABILITIES ACT NOTICE

In accordance with the requirements of Title II of the Americans with Disabilities Act of 1990 (ADA), the Greenville County Library System (hereinafter referred to as "Library") will not discriminate against qualified individuals with disabilities on the basis of disability in its services, programs, and activities.

Employment: The Library 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: The Library 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 Library'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 Library will make reasonable modifications to policies and programs to ensure that people with disabilities have an equal opportunity to enjoy its programs, services, and activities. For example, individuals with service animals are welcomed in Library facilities, even where pets are generally prohibited.

Anyone who requires an auxiliary aid/service for effective communication or a modification of Library policies or procedures to participate in a Library program, service or activity should contact the **ADA Coordinator by calling 864-242-5000 or by emailing adacoordinator@greenvillelibrary.org** as soon as possible but no later than 5 work days (excepting Saturdays, Sundays, and legal public holidays) before the scheduled event. The greater the advanced notice, the more likely the Library will be able to provide reasonable accommodations.

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

Complaints that a Library program, service or activity is not accessible to persons with disabilities should be directed to the ADA Coordinator for the Library.

The Library 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.

*Approved by the Board of Trustees
July 27, 2009*

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