

## NOTICE

**DATE:** November 4, 2005  
**TO:** City of Kettering Citizens; Employees; Visitors to City Facilities; and Applicants for, Participants in and Users of City of Kettering Services, Programs and Activities  
**FROM:** Director of Human Resources  
**SUBJECT:** POLICY ON ACCESS OF INDIVIDUALS WITH DISABILITIES TO CITY OF KETTERING FACILITIES AND PUBLIC SERVICES

The City of Kettering is strongly committed to providing access for all individuals to City-operated facilities, and to all qualified individuals to City-operated services, programs, activities, transportation and telecommunications. No qualified individual with a disability shall, on the basis of disability, be excluded from participation in, access to or be denied the benefits of the services, programs or activities operated by the City of Kettering, or be subjected to discrimination in the same. The City of Kettering complies with federal regulations implementing the Public Service Provisions of Title II of the Americans with Disabilities Act, as well as with several other federal and state laws and regulations regarding non-discrimination, on the basis of disability, in the provision of public services by local government. The City of Kettering's Director of Human Resources is the designated Americans with Disabilities Act (ADA) Coordinator for the Public Service Provisions of Title II of the ADA. Individuals having questions, comments or complaints regarding the access of individuals with disabilities to City-operated facilities and to qualified individuals with disabilities to City-operated programs, services, activities, transportation and telecommunications, or those who allege illegal discrimination, on the basis of disability, should contact the City of Kettering's Director of Human Resources or one of the Human Resource Analysts in the Human Resource Department, at the phone number or address provided below.

The City of Kettering  
Human Resource Department  
3600 Shroyer Road  
Kettering, OH 45429  
Phone: (937) 296-2446

Employees having similar questions, comments or complaints should refer to the City of Kettering's Personnel Policy No. 610, or may contact the Director of Human Resources or one of the Human Resource Analysts in the Human Resource Department for assistance. The ADA Coordinator is to be provided with a copy or summary of all ADA complaints received by any City staff.

Richard L. Strader  
Director of Human Resources