

village of Delhi

Americans with Disabilities Act (ADA) Policy

The Americans with Disabilities Act is a civil rights law that prohibits discrimination against individuals with disabilities in all areas of public life, including jobs, schools, transportation, and all public and private places that are open to the general public.

The Village of Delhi abides by the requirements and provisions of Title VI under the ADA Civil Rights Act of 1964. The ADA Titles include but are not limited to employment, public entities/ public transportation, accommodations, telecommunications, and miscellaneous provision. The purpose of this law is to make sure people with disabilities have the same rights and opportunities.

- I. Employment-The Village of Delhi does not discriminate on the basis of disability in its hiring or employment practices and prohibits discrimination against such individuals that require employers to provide reasonable accommodations. (refusing to hire based on a real or perceived disability, and not making accommodations for that individual) 42 U.S.C. § 12115
- II. Public Entities(Public Transportation)- The Village of Delhi will make all reasonable modifications to provide policies and procedures to ensure people with disabilities have equal opportunity
- III. Accommodations-The Village of Delhi will provide any accommodations accordingly to the Americans with Disabilities Act for Village buildings through the office of the Village Code Enforcement.
- IV. Communication-The Village of Delhi upon request will provide appropriate aid and services to leading to effective communication for qualified persons with disabilities to participate equally in programs. (ways of making information and communications accessible).

- V. The Village of Delhi will provide any provisions that cover the entire ADA and ensure nondiscrimination.