

**MIDDLESEX TOWNSHIP**  
**Notice Under the**  
**Americans with Disabilities Act**

In accordance with the requirements of Title II of the Americans with Disabilities Act of 1990 ("ADA"), Middlesex Township will not discriminate against qualified individuals with disabilities on the basis of disability in its services, programs, or activities.

**Employment:** Middlesex Township 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:** Middlesex Township will generally, upon request, provide appropriate aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in Middlesex Township'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:** Middlesex Township 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 welcomed in Middlesex Township's offices, 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 Middlesex Township, should contact the ADA Coordinator listed herein as soon as possible, but no later than 5 days before the scheduled event.

Middlesex Township – ADA Coordinator  
350 North Middlesex Road  
Carlisle, PA 17013  
Phone: 1-844-256-7024  
Relay Service TTY/TTD 711 or 800-654-5984  
FAX: 1-717-249-8564  
Email: [ADACoordinator@middlesextwp.com](mailto:ADACoordinator@middlesextwp.com)

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

Middlesex Township 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, such as retrieving items from locations that are open to the public but are not accessible to persons who use wheelchairs.