



The Americans with Disabilities Act

Under the Americans with Disabilities Act (ADA), the Town of Hanover provides an equal opportunity for people with disabilities to access and participate in its programs, services, or activities.

If you have a disability and need auxiliary aids and services for effective communication (such as a sign language interpreter, an assistive listening device or print material in Braille, large font, or in digital format) or a reasonable modification in programs, services, or activities contact the Disability Access Coordinator.

An internal grievance procedure is available to resolve complaints. Requests, complaints, and questions should be sent to:

Ryan Borkowski, Disability Access Coordinator
PO Box 483
Hanover, NH 03755
ryan.borkowski@hanovernh.org

NOTICE UNDER THE AMERICANS WITH DISABILITIES ACT

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

Employment: The Town of Hanover 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 Town of Hanover 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 Town of Hanover's programs, services, and activities.

Modifications to Policies and Procedures: The Town of Hanover 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 the Town of Hanover 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 the Town of Hanover should contact Ryan Borkowski in the Planning, Zoning and Code office, Ryan is the Disability Access Coordinator, at 603-640-3216 or ryan.borkowski@hanovernh.org, as soon as possible but no later than 48 hours before the scheduled event.

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

Complaints that a program, service, or activity of the Town of Hanover is not accessible to persons with disabilities should be directed to Ryan Borkowski, at 603-640-3216 or ryan.borkowski@hanovernh.org.

The Town of Hanover will not place a surcharge on an 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.