

# 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 Department of Services for Children, Youth & Their Families ("DSCYF") will not discriminate against qualified individuals with disabilities on the basis of disability in its services, programs, or activities. Contact information for the DSCYF ADA Coordinator can be found below.

***Employment:*** DSCYF 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.

## ***Modifications to Policies and Procedures for Effective***

***Communication:*** DSCYF will generally, upon request, provide appropriate aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in DSCYF 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.

DSCYF will make all reasonable modifications to policies and programs to ensure that people with disabilities have an equal opportunity to participate in, or benefit from, all of its programs, services, and activities.

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 DSCYF, should contact the office of the DSCYF ADA Title II Coordinator as soon as possible but no later than 48 hours before the scheduled event.

The ADA does not require DSCYF 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 DSCYF is not accessible to persons with disabilities should be directed to the ADA Title II Coordinator.

DSCYF 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.

DSCYF will confidentially maintain any medical records or other health information.

**ADA Title I (Employment) – Delaware Department of Human Resources  
Employee Relations & ADA General Mailbox:**

**[DHR.EmployeeRelationsADA@delaware.gov](mailto:DHR.EmployeeRelationsADA@delaware.gov)**

**302-220-5760**

**13 Reads Way Suite 202**

**New Castle, DE 19720**

**DSCYF ADA Title II Coordinator (Services & Programs)**

**[DSCYF ADAdelaware.gov](mailto:DSCYF_ADAdelaware.gov)**

**302-633-2561**

**DSCYF Main Administration Building**

**1825 Faulkland Rd**

**Wilmington, DE 19805**