



Attachment A

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 Pennsylvania State Board of Social Workers, Marriage and Family Therapist and Professional Counselors (the "Board") will not discriminate against qualified individuals with disabilities on the basis of disability in its services, programs, or activities.

Employment: The Board 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 Americans with Disabilities Act (ADA).

Effective Communication: The Board will generally, upon request, provide appropriate aids and services enabling effective communication for qualified persons with disabilities so they can participate equally in the Board'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: The Board will make all reasonable modifications to policies and programs to ensure that people with disabilities have an equal opportunity to enjoy all of the Board's programs, services, and activities. For example, individuals with service animals are welcomed in Board offices, even if 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 Board program, service, or activity, should contact the office of [name and contact info for ADA Coordinator] as soon as possible but no later than 48 hours before the scheduled event.

The ADA does not require the Board 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 Board program, service, or activity is not accessible to persons with disabilities should be directed to [name and contact information of ADA Coordinator].

The Board 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.