



NOTICE UNDER THE AMERICANS WITH DISABILITIES ACT

In accordance with the requirements of Title II of the Americans With Disabilities Act of 1990 (ADA) CDS Life Transitions/Affiliates will not discriminate against qualified individuals with disabilities on the basis of disability in its services, programs or activities.

Employment: CDS Life Transitions/Affiliates 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: CDS Life Transitions/Affiliates will provide appropriate aids and services upon request leading to effective communication for qualified person with disabilities so they can participate equally in programs, services and activities, including qualified sign language interpreters, and other ways of make information and communications accessible to people who have speech, hearing or vision impairments.

Modifications to Policies and Procedures: CDS Life Transitions/Affiliates will make all reasonable modifications to policies and programs to ensure that people with disabilities have an equal opportunity to enjoy all its offerings. For example, individuals with service animals are welcomed in offices, even where pets are generally prohibited. Anyone who requires an auxiliary aid or service for effective communication, or a modification of polices or procedures to participate in a program, service or activity of CDS Life Transitions/CDS Monarch, should contact ADA Coordinator as soon as possible but no later than 2 business days before the scheduled event.

The ADA does not require CDS Life Transitions/Affiliates to take any action that would fundamentally alter the nature of program or services, or impose an undue financial or administrative burden. Complaints about the inaccessibility of a program, service, or activity of CDS Life Transitions/Affiliates should be directed to:

ADA Coordinator
860 Hard Road
Webster, New York 14580
Phone: 585-341-4600.