



**NOTICE UNDER THE AMERICANS
WITH DISABILITIES ACT**

In accordance with the requirements of Title II of the Americans with Disabilities Act of 1990 (“ADA”), **Community and Economic Development Association of Cook County, Inc. (CEDA)** will not discriminate against qualified individuals with disabilities on the basis of disability in its services, programs, or activities.

Employment: CEDA 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: CEDA will generally, upon request, provide appropriate aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in CEDA’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: CEDA 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 CEDA 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 CEDA, should contact the office of **CEDA ADA Coordinator** listed below as soon as possible but no later than 72 hours before the scheduled event.

The ADA does not require CEDA 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 CEDA is not accessible to persons with disabilities should be directed to CEDA’s ADA Coordinator.

CEDA 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.

ADA Coordinator:

Paul A. LaLonde, SHRM-CP
CEDA - Human Resources Office
567 W. Lake Street, Suite 1200
Chicago, Illinois 60661
Telephone: 312-795-8988
Email: plalonde@cedaorg.net

Illinois Relay for the Deaf and/or Hard of Hearing:
Dial 711 - 24/7/365 a year to access Illinois Relay
800-526-0844 TTY Users
800-526-0857 Voice Users
877-526-6690 Speech-to-Speech (STS)
Website: <https://www.itactty.org/illinois-relay>