



LINCOLN COUNTY

AMERICANS WITH DISABILITIES ACT ACCOMODATIONS POLICY

In accordance with the requirements of Title II of the American with Disabilities Act of 1990 (the "ADA") and the applicable implementing regulations (collectively the "Regulations"), Lincoln County shall not discriminate against qualified individuals with disabilities in its facilities, services, programs or activities.

Lincoln County shall make reasonable accommodations, upon request, to provide auxiliary aids to ensure communication to all individuals with hearing, vision, or speech impairments which are as effective as communications with others, unless an undue financial or administrative burden or fundamental alteration of the program, service or activity would result.

Lincoln County shall make reasonable accommodations upon request to ensure that all programs, services, and activities are available to any otherwise qualified individual who is unable to access an existing County facilities due to a physical barrier, as a result of any disability, unless an undue financial or administrative burden or fundamental alteration of the program, service or activity would result.

Lincoln County reserves the right to impose safety requirements that the ADA Coordinator determines are necessary for the safe operation of any programs, services or activities based on any actual risk associated with the program, service or activity.

Upon receipt of a request for accommodation from an individual related to any County programs, services or activities, the ADA Coordinator must consider whether the proposed action would:

1. Fundamentally alter the service, program, or activity being provided;
2. Result in an undue financial or administrative burden.

In determining whether or not such accommodation would result in such an alteration or burden, the ADA Coordinator must consider:

1. All resources available for use in the funding and operation of the service, program or activity;
2. The overall size of the service, program or activity with respect to the number of employees, ~~number and types of facilities impacted, and the size of the budget for the service, program or activity;~~
3. The type of service, program or activity including the composition and structure of the workforce involved; and
4. The nature and cost of the proposed action or accommodation requested.

Upon the ADA Coordinator's determination, the ADA Coordinator must provide a written statement of the reasons for reaching that conclusion to the individual or his/ her representative requesting

such accommodation within three (3) working days.

In the event that the ADA Coordinator determines that a proposed action or requested accommodation would result in such an alteration or burden, the County must take any other action that would not result in such an alteration or burden but would nevertheless ensure that, to the maximum extent possible, the individual with disabilities receives the benefits or services provided by the County.

Adopted by Lincoln County Board of Commissioners on the 6TH day of March, 2023.