



PUBLIC NOTICE UNDER THE AMERICANS WITH DISABILITIES ACT

In accordance with the requirements of Title II of the Americans with Disabilities Act (ADA) of 1990, Government Code Section 11135, and other applicable codes, the Governor's Office of Business and Economic Development (GO-Biz) does not discriminate against qualified individuals on the basis of disability in admission to, access to, or operations of its programs, services, and activities.

GO-Biz provides programs, services, and activities that are readily accessible to and usable by individuals with disabilities including:

- Effective Communications - Upon request, GO-Biz provides appropriate aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in the GO-Biz 's programs, services, and activities, such as 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.
- Modification to Policies and Procedures – GO-Biz 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 the GO-Biz offices, even where pets are generally prohibited.

Employment: GO-Biz 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 and the Fair Employment and Housing Act.

GO-Biz has separate Equal Employment Opportunity Policy and Discrimination Complaint and Grievance Procedure which govern employment and disability-related discrimination complaints, respectively.

Consumers: GO-Biz consumer complaints and grievances will be handled in accordance with the provisions of the Rehabilitation Act of 1973 as amended.

Other questions, concerns or complaints regarding accessibility to GO-Biz's programs, services, and/or activities may be forwarded to GO-Biz's ADA Coordinator, 1325 J Street, Suite 1800, Sacramento, CA 95814, and Phone (877) 346-4633.

The ADA does not require GO-Biz to take any action that would fundamentally alter the nature of its programs or services, or impose an undue financial or administrative burden.

GO-Biz 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 modification of policy to create access.

This notice can be made available in alternate format as a reasonable accommodation by contacting GO-Biz's ADA Coordinator.