



## **PIMA COUNTY NOTICE UNDER THE AMERICANS WITH DISABILITIES ACT**

In accordance with the requirements of [Title II of the Americans with Disabilities Act of 1990](#) ("ADA"), Pima County will not discriminate against qualified individuals with disabilities on the basis of disability in its services, programs, or activities.

**Employment:** Pima County 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:** When feasible, upon request, Pima County will provide appropriate aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in Pima County's programs, services, and activities, including qualified sign language interpreters, documents in Braille, and other ways of making information and communications accessible to individuals who have speech, hearing, or vision impairments.

**Modifications to Policies and Procedures:** Pima County will make all reasonable modifications to policies and programs to ensure that individuals with disabilities have an equal opportunity to enjoy all of its programs, services, and activities. For example, individuals with service animals are welcome in Pima County 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 Pima County, should contact Human Resources Deputy Director Jason Parrish (Telephone: 520-724-3365; E-Mail: [Jason.Parrish@pima.gov](mailto:Jason.Parrish@pima.gov)) as soon as possible, but no later than 48 hours before the scheduled event.

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

Interested persons, including individuals with impaired vision or hearing, can obtain information as to the existence and location of accessible services, activities, and facilities by contacting the office of Mr. Parrish via the contact information noted above.

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Pima County 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 individuals who use wheelchairs.

Individuals may reach out directly to the following related to their respective areas of responsibility under the ADA, the Civil Rights Act of 1964 (CRA), and other applicable laws/regulations:

**[ADA Title I \(Employment Practices\)](#)**

**[Pima County Human Resources:](#)**

Jason D Parrish, Deputy Director  
Title I ADA Coordinator/Title VII CRA  
Telephone: 520-724-3365  
[Jason.Parrish@pima.gov](mailto:Jason.Parrish@pima.gov)

**[ADA Title II \(Programs and Activities of State and Local Government Entities\)](#)**

**[Pima County Facilities Management:](#)**

Edward Vergara, Architectural Manager  
Title II ADA Coordinator  
Telephone: 520-724-3040  
[Edward.Vergara@pima.gov](mailto:Edward.Vergara@pima.gov)

Sheila Holben, Deputy Director  
Title II ADA Coordinator  
Telephone: 520-724-2089  
[Sheila.Holben@pima.gov](mailto:Sheila.Holben@pima.gov)

**[Pima County Community Services, Employment, and Training \(CSET\):](#)**

Eddie Saavedra, CSET Community Services Manager  
Title II ADA Coordinator/Title IX Education Amendments Act of 1972  
Telephone at Kino Service Center: 520-724-6707  
Telephone at Youth Employment Center: 520-724-9646  
TTY: 520-724-6778  
[Eddie.Saavedra@pima.gov](mailto:Eddie.Saavedra@pima.gov)

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*Transportation Accessibility:* Citizens who wish to report barriers to transportation accessibility on Pima County roads or within the public right of way should contact:

[Pima County Department of Transportation:](#)

Jonathan Crowe, Planner Principal  
Title II ADA Coordinator/Title VI CRA  
Telephone: 520-724-6383  
[Jonathan.Crowe@pima.gov](mailto:Jonathan.Crowe@pima.gov)

Mandley Rust, Project Manager  
Title II ADA Coordinator/Title VI CRA  
Telephone: 520-724-6410  
[Mandley.Rust@pima.gov](mailto:Mandley.Rust@pima.gov)

Additional transportation-related information can be found under the “Civil Rights/ADA Accessibility” tab on the [Pima County Department of Transportation homepage](#).

Complaints that a program, service, or activity of Pima County is not accessible to persons with disabilities may be directed to Human Resources Deputy Director Jason D Parrish (Telephone: 520-724-3365; E-Mail: [Jason.Parrish@pima.gov](mailto:Jason.Parrish@pima.gov)).

**[ADA Title III \(Public Accommodations and Commercial Facilities\)](#)**

Title III prohibits discrimination based on disability in public accommodations. Private entities covered by Title III include places of lodging, establishments serving food and drink, places of exhibition or entertainment, places of public gathering, sales or rental establishments, service establishments, stations used for specified public transportation, places of public display or collection, places of recreation, places of education, social service center establishments, and places of exercise or recreation. Title III also covers commercial facilities (such as warehouses, factories, and office buildings), private transportation services, and licensing and testing practices.

Contacts/Helpful Links for Title III Enforcement/[Complaints](#):

- [Attorney General, State of Arizona](#)
- [U.S. Department of Justice, Civil Rights Division](#)

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