

Notice Under the Americans with Disabilities Act (ADA)

In accordance with the requirements of title II of the Americans with Disabilities Act of 1990 and the ADA Amendments Act of 2008, the South Dakota Bureau of Human Resources (BHR) will not discriminate against qualified individuals with disabilities on the basis of disability in BHR's services, programs, or activities.

Employment: BHR 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 Americans with Disabilities Act.

Effective Communication: BHR will, upon request, provide appropriate auxiliary aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in the Bureau's programs, services, and activities, including qualified sign language interpreters, documents in alternative formats, and other ways of making information and communication accessible to people with disabilities.

Modifications to Policies and Procedures: BHR will make all reasonable modifications to policies and programs to ensure that people with disabilities have an equal opportunity to enjoy all BHR programs, services, and activities. For example, individuals with service animals are welcomed in BHR offices, even where pets are generally prohibited.

Anyone who requires auxiliary aids or services for effective communication, or a modification of policies or procedures to participate in a BHR program, service, or activity, should contact the BHR ADA Coordinator at (605) 773-3148 as soon as possible but no later than 48 hours before the scheduled event.

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The ADA does not require BHR 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 BHR program, service, or activity is not accessible to persons with disabilities should be directed to BHR ADA Coordinator at (605) 773-3148.

BHR 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.