**SOUTH MONTEBELLO IRRIGATION DISTRICT**

**AMERICANS WITH DISABILITIES STATEMENT**

In accordance with the requirements of Title II of the Americans with Disabilities Act of 1990 ("ADA") and Section 504 of the Rehabilitation Act of 1973 ("Section 504"), the South Montebello Irrigation District (“District”) will not discriminate against qualified individuals with disabilities on the basis of disability in its services, programs, or activities.

***Employment***: The District 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***: The District will generally, upon request, provide appropriate aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in the District’s programs, services, and activities.

***Modification to Policies and Procedures***: The District 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 District offices, even where pets are generally prohibited.

Anyone who requires an auxiliary aid, services for effective communication, or a modification of policies or procedures to participate in a program, service, or activity of the District, should contact the District’s Corporate Secretary at (323) 721-4735, as soon as possible, but no later than 72 hours before a scheduled event.

 The District will not charge an individual with a disability or any group of individuals with disabilities to cover the cost of providing services or reasonable modifications.

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

Section 504 and the ADA also prohibit retaliation for raising a complaint or grievance under these acts or for advocating for a right these acts protect. Complaints that a program, service, or activity of the District is not accessible to a person with disabilities should be directed to:

Andrea Fernandez

Corporate Secretary

437 S. Bluff Rd.

Montebello, CA 90640

(323) 721-4735

smidwater@pacbell.net