



# Cochise County Risk Management and Safety Department

Public Programs...Personal Service  
[www.cochise.az.gov](http://www.cochise.az.gov)

JULIE K. MORALES  
Director

## NOTICE UNDER THE AMERICANS WITH DISABILITIES ACT

In accordance with the administrative requirements of Title II of the Americans with Disabilities Act of 1990 (ADA), including the Amendments Act of 2008, the County of Cochise (Cochise County) will not discriminate against qualified individuals with disabilities on the basis of disability in its services, programs or activities.

**Employment:** Cochise 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. Cochise County is an Affirmative Action Equal Opportunity employer.

**Effective Communication:** Cochise County will generally, upon request, provide appropriate aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in Cochise County programs, services and activities, including ways of making information and communications accessible to people who have speech, hearing or vision impairments.

**Modifications to Policies and Procedures:** Cochise County will make all reasonable modifications to policies and programs to ensure that people with disabilities have an equal opportunity to enjoy all its programs, services and activities.

Anyone who requires an auxiliary aid or service for effective communication, or a modification of policies or procedures to participate in a Cochise County program, service or activity should contact the Cochise County ADA Coordinator as soon as possible but no later than 48 hours before the scheduled event:

ADA Coordinator  
Cochise County Risk Management & Safety  
1415 Melody Lane, Building C, Bisbee, AZ 85603  
Phone: (520) 432-9830 E-mail: [ADACoordinator@cochise.az.gov](mailto:ADACoordinator@cochise.az.gov)

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

Concerns that a program, service or activity of Cochise County is not accessible to persons with disabilities should be directed to the ADA Coordinator at the contact information listed above. Cochise County will not place a surcharge on an individual with a disability or a group of individuals with disabilities to cover the cost of providing auxiliary aids/services or reasonable modifications of policy.