

PUBLIC NOTICE OF EMPLOYMENT PRACTICES

Doña Ana County, New Mexico, in accordance with the requirements of Title II of the Americans with Disabilities Act of 1990, will not discriminate against qualified individuals with disabilities on the basis of any disability in the County's services, programs, or activities.

Doña Ana County does not discriminate based on disability in its hiring or employment practices. The County will not ask a job applicant about the existence, nature, or severity of a disability. Applicants may be asked about their ability to perform specified job functions. Medical examinations or inquiries may be made, but **only after a conditional offer of employment is made, and only if required of all applicants** for the position. Doña Ana County will make reasonable accommodations for the known physical or mental limitations of a qualified applicant or employee with a disability **upon request**, unless the accommodations would cause an undue hardship on the operation of the County's business. To the extent its selection criteria for employment decisions may have the effect of disqualifying an individual because of a disability, those criteria will be job-related and consistent with business necessity.

Doña Ana County will provide appropriate auxiliary aids and services, including but not limited to, qualified sign language interpreters and assistive listening devices, whenever necessary to ensure effective communication with members of the public who may have a hearing, sight or speech impairment, unless to do so would result in fundamental alteration of its programs or an undue financial burden. Any person who requires an accommodation or an auxiliary aid or service to participate in a County program, service or activity should contact Mary Amos Pierce, **ADA Coordinator at 575-525-5884 (voice) or 575-525-5951 (TDD)**, as soon as possible, but no later than 48 hours prior to a scheduled event.

Doña Ana County will not impose a surcharge on a particular individual with a disability or any group of individuals with disabilities for the cost of providing auxiliary aids, services or reasonable modifications of policy (i.e. retrieving items from locations that are open to the public, but are not accessible to persons who use wheelchairs).

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