



MONTANA

Office of the State Public Defender

Americans with Disabilities Act Public Notice

The Office of the State Public Defender is committed in providing equal access to employment, programs, services, and activities to qualified individuals with disabilities in accordance with Title I and II of the Americans with Disabilities Act (ADA), the Americans with Disabilities Act Amendments Act (ADAAA), Montana Human Rights Act, and the Governmental Code of Fair Practices.

Employment: The agency does not discriminate against qualified individuals with disabilities in any aspect of employment. The agency provides reasonable accommodations upon request, to qualified individuals with disabilities during all phases of employment including the selection process. The agency encourages applicants with disabilities including disabled veterans and their eligible relatives to apply for employment preference in accordance with Title 39, Montana Code Annotated, Chapters 29 and 30.

Effective Communication: The agency generally provides requested auxiliary aids and services to promote equally effective communication to qualified individuals with disabilities who wish to participate in programs, services, and activities offered by the agency. Appropriate auxiliary aids and services may include, but are not limited to, qualified sign language interpreters, amplified hearing devices, or other methods to promote effective communication. The agency will provide alternative formats of written communications upon request (e.g., Braille, electronic, audio, etc.).

Modifications to Policies and Procedures: The agency makes reasonable modifications to policies and procedures to ensure people with disabilities have an equal opportunity to participate in agency programs, services, and activities. For example, the agency welcomes service animals in areas where it generally prohibits pets.

Anyone needing an auxiliary aid or service or a modification of policies or procedures to participate in an agency program, service, or activity should contact the event organizer or the agency's ADA coordinator at (406) 496-6080 or (406) 444-9545. Requests should be made at least five working days prior to the scheduled event.

The agency does not place surcharges on individuals with disabilities to offset the cost of providing auxiliary aids, services or reasonable modifications. For example, the agency will not charge participants for the services of an interpreter when the participant is attending a program, service, or activity offered by the agency.

The Americans with Disabilities Act does not require the agency to take any action that would fundamentally alter the nature of the program, service, or activity or impose an undue financial or administrative burden on the agency.

Contact the agency's ADA coordinator at (406) 496-6080 or (406) 444-9545 if you have any questions or concerns about the accessibility of employment, programs, services, or activities, or if you wish to file a complaint.