



MARYLAND JUDICIARY

NOTICE OF COMPLIANCE

WITH THE AMERICANS WITH DISABILITIES ACT

The Maryland Judiciary is committed to complying with the Americans with Disabilities Act of 1990 (ADA), 42 U.S.C. § 12101 *et seq.* In accordance with Title II of the Act, the Maryland Judiciary will not discriminate against qualified individuals with disabilities on the basis of disability in its services, programs, or activities.

Employment: The Maryland Judiciary 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 Maryland Judiciary will, upon request, provide reasonable communication aids and services for qualified individuals with disabilities so they can participate equally in the Maryland Judiciary's programs, services, and activities unless doing so would present an undue hardship to the Maryland Judiciary.

Modifications to Policies and Procedures: The Maryland Judiciary will make all reasonable modifications to policies and programs so that individuals with disabilities have an equal opportunity to enjoy all of its programs, services, and activities unless doing so would present an undue hardship to the Maryland Judiciary.

The Maryland Judiciary will not require a particular individual with a disability, or any group of individuals with disabilities to pay a surcharge to cover the cost of providing auxiliary aids/services or reasonable modifications of policy.

The ADA does not require the Maryland Judiciary to fundamentally alter the nature of its programs or services or impose an undue financial or administrative burden.

If you believe that you have been discriminated against by the Maryland Judiciary in employment practices or in access to programs, services, or activities, please contact:

The Maryland Judiciary Human Resources Department

ADA Officer

187 Harry S. Truman Parkway

Annapolis, MD 21401

Office: 410-260-1732 Maryland Relay: 711

ER@mdcourts.gov