



## **NOTICE UNDER THE FEDERAL & STATE NON-DISCRIMINATION REGULATIONS**

In accordance with the requirements of federal and state non-discrimination laws and regulations, Franklin County will not discriminate against qualified individuals on the basis of age (40 or older), race, color, national origin, disability, sex (including pregnancy, sexual orientation, or gender identity), genetic information (including family medical history) or religion in County proceedings, services, programs, or activities.

### **AMERICANS WITH DISABILITIES ACT**

In accordance with the requirements of title II of the Americans with Disabilities Act of 1990 (ADA), Franklin County will not discriminate against qualified individuals with disabilities on the basis of disability in its benefits of services, programs, activities of a public entity or be subjected to discrimination by any such entity.

### **TITLE VI OF THE CIVIL RIGHTS ACT OF 1964**

In accordance with the requirements of Title VI of the Civil Rights Act of 1964, as amended, Franklin County will not discriminate against qualified individuals on the basis of race, color, or national origin.

### **FAIR HOUSING ACT**

In accordance with the requirements of Federal Housing & Urban Development Fair Housing Act, Franklin County will not discriminate against qualified individuals on the basis of race, color, national origin, religion, sex (gender), disability and the presence of children; when renting, buying, or securing financing for any housing.

***Effective Communication:*** Franklin County will generally, upon request, provide appropriate aids and services leading to effective communications for qualified persons on the basis of age, race, color, national origin, disability, sex (gender), or religion; so they can participate equally in Franklin County proceedings, programs, services, and activities.

***Modifications to Policies and Procedures:*** Franklin County will make all reasonable modifications to policies and programs to ensure that qualified individuals on the basis of age

(40 or older), race, color, national origin, disability, sex (including pregnancy, sexual orientation, or gender identity), genetic information (including family medical history) or religion in County proceedings, services, programs, or activities.

***Requesting Accommodation:*** Franklin County Operations are available to assist in making their programs, services, and activities available to qualified individuals. Should you require an auxiliary aid or service for effective communication; a modification of policies or procedures to participate; or assistance in accessing a proceedings, program, service or activity; please contact the responsible County Department or Operation to make your need known. If they are unable to make the program, service or activity available in a reasonable manner, you may contact the **Franklin County Risk Manager, Alexis Pennings, at (717) 261-3819 or [arpennings@franklincountypa.gov](mailto:arpennings@franklincountypa.gov)** to request further assistance and/or file a complaint. Franklin County typically needs to receive the request at least five (5) business days before the accommodation is needed. Requests coming in with less than five (5) business days notice, will be granted, if they can be accommodated.

Please note, Franklin County is not required to take any action that would fundamentally alter the nature of its programs or services, or impose an undue financial or administrative burden. Also, Franklin County will not charge an individual with a disability or any group of individuals with disabilities to cover the cost of providing auxiliary aids/services or reasonable modifications of policy in order to provide proceedings, programs, services, or activities.