## **Americans with Disabilities Act**

The City of Keene does not discriminate on the basis of disability in its programs, services, activities and employment practices.

If you need auxiliary aids and services for effective communication (such as sign language interpreter, an assistive listening device or other ways of making communications accessible to people who have speech, hearing or vision impairments) or a reasonable modification in programs, services or activities contact the ADA Coordinator as soon as possible, preferably 10 business days before the activity or event.

A grievance procedure is available to resolve complaints, which may be directed in writing to the ADA Coordinator, Human Resources Director Elizabeth Fox, 3 Washington Street, Keene NH 03431-3192.