

## NOTICE UNDER THE AMERICANS WITH DISABILITIES ACT

In accordance with the requirements of Title II of the American with Disabilities Act of 1990 (ADA), Newport Hospital and Health Services (NHHS) will not discriminate against qualified individuals with disabilities on the basis of the disability in its services.

**Employment:** NHHS 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 Communications:** NHHS will generally, upon request, provide appropriate aids and services leading to effective communication for qualified persons with disabilities.

**Modifications to Policies and Procedures:** NHHS will make all reasonable modifications to policies to ensure that people with disabilities have an equal opportunity for services. For example, individuals with service animals are welcomed in NHHS, even where pets are generally prohibited.

The ADA does not require NHHS to take any action that would fundamentally alter the nature of its services, or impose an undue financial or administrative burden,

## NHHS GRIEVANCE PROCEDURE UNDER THE AMERICANS WITH DISABILITY ACT

This grievance procedure is established to meet the requirements of the Americans with Disabilities Act of 1990 (ADA). It may be used by anyone who wishes to file a complaint alleging discrimination on the basis of disability in the provision of services.

The complaints should be in writing and contain information about the alleged discrimination such as name, address, phone number of complainant and locations, date, and description of the problem. Alternative means of filing complaints, such as personal interviews or a tape recording of the complaint will be make available for persons with disabilities upon request.

The complaint should be submitted by the grievant and/or his/ her designee as soon as possible but no later than 60 calendar day after the alleged violation.

Within 15 business days after receipt of the complaint, NHHS will meet with the complainant to discuss the complaint and the possible resolutions. Within 15 business days of the meeting, NHHS will respond in writing to the complainant.