

	CITY OF DECATUR PERSONNEL POLICY		
Chapter 01	General Provisions		
Section 09	Americans with Disabilities Act		
Revised By:	Nate Mara, City Manager	Revised Date:	September 22, 2025
Approved By:	Nate Mara, City Manager	Effective Date:	January 1, 2026

01.09 Americans with Disabilities Act

In accordance with the requirements of title II of the Americans with Disabilities Act of 1990 (“ADA”), the City of Decatur, Texas will not discriminate against qualified individuals with disabilities on the basis of disability in its services, programs, or activities.

Title VI of the Civil Rights Act of 1964 and related statutes ensure that no person in the City of Decatur shall, on the grounds of race, color, and national origin be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activity it administers.

- A. **Employment:** The City of Decatur 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.

- B. **Effective Communication:** The City of Decatur will generally, upon request, provide appropriate aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in City of Decatur programs, services, and activities, including those persons qualified for sign language who have hearing impairments and those with speech or vision impairments.

- C. **Requests for Effective Communication:** Anyone who requires an auxiliary aid or service for effective communication or a modification of policies or procedures to participate in a program, service, or activity of the City of Decatur should contact the City of Decatur at (940) 393-0204 or adelgado@decaturtx.org as soon as possible but no later than 72 hours before the scheduled event.

- D. **Modifications to Policies and Procedures:** The City of Decatur will make all reasonable modifications to policies and programs to ensure that people with disabilities have an equal opportunity to enjoy all of its programs, services, and activities. For example, individuals with service animals are welcome in City of Decatur offices, even where pets are generally prohibited.

- E. The City of Decatur will not place a surcharge on a particular 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, such as retrieving items from locations that are open to the public but are not accessible to persons who use wheelchairs.
- F. The ADA does not require the City of Decatur to take any action that would fundamentally alter the nature of its programs or services or impose an undue financial or administrative burden.
- G. **The ADA Coordinator for public services provisions** of the ADA covering program accessibility, communications, architectural barrier, and transportation issues. Those in need of these services is the Public Works Director. Those in need of such services should contact Greg Hall, Director of Public Works, at ghall@decaturtx.org (mail to: PO Box 1299, Decatur, TX 76234) or call 940-393-0262 as soon as possible but no later than 48 hours before the scheduled event.
- H. **The ADA Coordinator for employment provisions** of the ADA covering all employment practices, including job application procedures, hiring, advancement, discharge, compensation, job training and other terms, conditions, and privileges of employment is the Human Resources Director. Those in need of such services should contact the Human Resources Director at humanresources@decaturtx.org (mail to: PO Box 1299, Decatur, TX 76234 or call 940-393-0210).