NOTICE OF NONDISCRIMINATION UNDER
THE AMERICANS WITH DISABILITIES ACT AND
SECTION 504 OF THE REHABILITATION ACT OF 1973

Pursuant to Title II of the Americans with Disabilities Act as amended (ADA) of 1990
(42 U.S.C. §§12101 et seq.) and Section 504 of the Rehabilitation Act of 1973, as amended (Section 504) (29
U.S.C. §794) and implementing regulations found in 28 CFR 35 and 49 CFR 27, the Indiana Department of
Transportation (INDOT) does not discriminate against qualified individuals with disabilities in its policies, or in
the admission of, access to, treatment of or employment in its programs, services or activities.

Upon request, INDOT will use its best efforts to provide appropriate auxiliary aids and services to facilitate
effective communication for qualified persons with disabilities so that they have an equal opportunity to obtain
the same result, to gain the same benefit or to reach the same level of achievement as provided to others. These
efforts may include providing qualified sign language interpreters, Brained documents, and other products and
services to make communications accessible to individuals with speech, hearing and vision impairments.

Upon request, INDOT will make reasonable modifications to policies and programs to ensure that qualified
individuals with disabilities have an equal opportunity to enjoy its programs and activities. INDOT 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.

INDOT will not place a surcharge on qualified individuals with disabilities to cover the cost of providing
auxiliary aids, services or reasonable modifications of policies.

Inquires or complaints regarding Section 504 or the ADA should be directed to Erin Hall, Title VI/ADA
Program Manager, Economic Opportunity Division, 100 N. Senate N750, Indianapolis, IN 46204, (317) 234-
6142, EHall2@indot.in.gov. INDOT will investigate all complaints in accordance with INDOT's Title VI
compliant process, which is also used for ADA complaints, and promptly take any remedial action deemed
necessary to provide an equitable resolution to overcome the effects of a substantiated violation.

Brandye L. Hendrickson
Commissioner, Indiana Department of Transportation

6-3-2015
Date

www.in.gov/dot/
An Equal Opportunity Employer