

# Wisconsin Department of Transportation

## Notice under the Americans with Disabilities Act



In accordance with the requirements of Title II of the Americans with Disabilities Act of 1990 (ADA), the Wisconsin Department of Transportation (WisDOT), will not discriminate against qualified individuals with disabilities on the basis of disability in its services, programs or activities.

**Employment:** WisDOT 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 Communication:** WisDOT will generally, upon request, provide appropriate aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in WisDOT programs, services, and activities, including qualified sign language interpreters, documents in Braille, and other ways of making information and communications accessible to people who have speech, hearing or vision impairments.

### **Modifications to Policies and Procedures:**

WisDOT will make all reasonable modifications to policies and programs to ensure that people with disabilities have an equal opportunity to enjoy all WisDOT programs, services, and activities. For example, individuals with service animals are welcomed in WisDOT offices, even where pets are generally prohibited.

Anyone who requires an auxiliary aid or service for effective communication, or a modification of policies or procedures to participate in a WisDOT program, service or activity, should contact the: **Senior Title VI and ADA Coordinator, 4822 Madison Yards Way, 5th Floor-South, Madison, Wisconsin 53705, Phone: (608) 266-8129 as soon as possible but no later than 72 hours before the scheduled event.**

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

**Complaints:** Complaints that a WisDOT program, service, or activity is not accessible to persons with disabilities, should be directed to: **Taqwanya Smith, Senior Title VI and ADA Coordinator, Office of Business Opportunity and Equity Compliance, Wisconsin Department of Transportation, 4822 Madison Yards Way, 5th Floor-South, Madison, Wisconsin 53705, Phone: (608) 266-8129, TTY: (800) 947-3529, Fax: (608) 267-3641, Email: [taqwanya.smith@dot.wi.gov](mailto:taqwanya.smith@dot.wi.gov), Website: <https://wisconsindot.gov/Pages/doing-bus/civil-rights/titlevi-ada/filingcomplaint.aspx>**

You may also file a discrimination complaint with the U.S. DOT, **Federal Highway Administration, Office of Civil Rights, 1200 New Jersey Avenue-SE, 8th Floor E81-105, Washington, DC 20590; Phone: (202) 366-0693; Email: [FHWA.ADAcomplaints@dot.gov](mailto:FHWA.ADAcomplaints@dot.gov). Website: <https://www.fhwa.dot.gov/civilrights/file/>**

WisDOT 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.

