



**RHODE ISLAND 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”), Section 504 of the Rehabilitation Act of 1973, and the ADA Amendments Act of 2008, the Rhode Island Department of Transportation (“RIDOT”) will not discriminate against qualified individuals with disabilities on the basis of disability in its services, programs, or activities.

**Employment:** RIDOT does not discriminate in its hiring or employment practices on the basis of disability, and complies with all regulations promulgated by the U.S. Equal Employment Opportunity Commission under Title I of the ADA. If you are seeking information regarding reasonable accommodation as it relates to the employment process and you are an applicant or employee, please contact RIDOT’s Office of Human Resources at (401) 222-2572. Applicants and employees wishing to file an ADA discrimination complaint may contact Nancy Rodriguez, Administrator, Office of Civil Rights at (401) 563-4498 or [nancy.rodriquez@dot.ri.gov](mailto:nancy.rodriquez@dot.ri.gov).

**Effective Communication:** RIDOT will generally, upon request, provide appropriate aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in RIDOT’s 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:** RIDOT 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 welcomed in RIDOT 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 program, service, or activity of RIDOT, should contact Barry Simpson, ADA Coordinator, Office of Civil Rights, Two Capitol Hill, Providence, RI 02903, (401) 563-4056 or by texting [barry.simpson@dot.ri.gov](mailto:barry.simpson@dot.ri.gov), no later than 10 business days before the scheduled event.

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

Complaints that a program, service, or activity of RIDOT is not accessible to persons with disabilities should be directed to Barry Simpson, ADA Coordinator, Office of Civil Rights, Two Capitol Hill, Providence, RI 02903, (401) 563-4056 or [barry.simpson@dot.ri.gov](mailto:barry.simpson@dot.ri.gov).

RIDOT 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.