



*Department of Veterans Service  
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Mike Roby  
Commissioner

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## **PUBLIC NOTICE**

SUBJECT: Americans with Disabilities Act

The Georgia Department of Veterans Service does not discriminate on the basis of disability in its services, programs or activities.

**Employment:** GDVS does not discriminate on the basis of disability in its hiring or employment practices and complies with the ADA title I employment regulations.

**Effective Communication:** GDVS will generally, upon request, provide appropriate aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in the State ADA Coordinators Office 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:** GDVS will make all reasonable modifications to policies and programs to ensure that people with disabilities have an equal opportunity to enjoy all programs, services, and activities. For example, individuals with service animals are welcome in the GDVS Veterans Service Field Offices, even when 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 GDVS, should call (404) 656-7408 or email the office at [kerry.dyer@vs.state.ga.us](mailto:kerry.dyer@vs.state.ga.us) as soon as possible but not later than 48 hours before the scheduled event.

The ADA does not require GDVS 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 program, service or activity of GDVS is not accessible to persons with disabilities should be directed to Mr. Kerry Dyer, Director, Operations at (404) 656-7048 or [kerry.dyer@vs.state.ga.us](mailto:kerry.dyer@vs.state.ga.us).

GDVS 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.