

## 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 University of Texas at San Antonio (UTSA)** will not discriminate against qualified individuals with disabilities on the basis of disability in its services, programs, or activities.

**Employment:** **UTSA** 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:** **UTSA** will generally, upon request, provide reasonable and appropriate aids and services leading to effective communication for qualified persons with disabilities so they can participate in **UTSA's** programs, services, and activities.

**Modifications to Policies and Procedures:** **UTSA** will make 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.

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 **UTSA**, should contact the **ADA Coordinator, Sylvia Esparza, 210-458-5073** or [ada@utsa.edu](mailto:ada@utsa.edu), as soon as possible but no later than 72 hours before the scheduled event.

The ADA does not require **UTSA** 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 **UTSA** is not accessible to persons with disabilities should be directed to **Sylvia Esparza, 210-458-5073** or [ada@utsa.edu](mailto:ada@utsa.edu).

**UTSA** 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.