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COMMONWEALTH OF VIRGINIA

Department of Juvenile Justice

NOTICE UNDER THE AMERICANS WITH DISABILITIES ACT

In accordance with the requirements of title II (“Residents and the Public”) of the Americans with Disabilities Act of 1990 ("ADA"), the **Department of Juvenile Justice (DJJ)** will not discriminate against qualified individuals with disabilities on the basis of disability in its services, programs, or activities.

Employment: DJJ 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 (“Employment”) of the ADA. If you require a reasonable accommodation to perform the essential functions of your job due to a disability, you should contact the **Human Resources, Employee Relations team at DJJemployeerelations@djj.virginia.gov** to discuss your needs.

Effective Communication: DJJ will generally, upon request, provide appropriate aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in DJJ’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: DJJ 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 generally welcomed in DJJ offices, even where pets are generally prohibited.

Residents and/or visitors 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 at **Bon Air Juvenile Correctional Center**, should contact the office of **Brandi Bradshaw, 1601 Old Bon Air Road, North Chesterfield, Virginia 23235, (804) 525-0305, ada@djj.virginia.gov** as soon as possible but no later than 48 hours before the scheduled event.

The ADA does not require DJJ 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 **Bon Air Juvenile Correctional Center** is not accessible to **residents and/or visitors** with disabilities should be directed to **Brandi Bradshaw, 1601 Old Bon Air Road, North Chesterfield, Virginia 23235, (804) 525-0305, ada@djj.virginia.gov**.

DJJ 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.