



# Notice Under the Americans with Disabilities Act

In accordance with the requirements of Title II of the Americans with Disabilities Act of 1990 (ADA), Colonial Behavioral Health will not discriminate against qualified individuals with disabilities on the basis of disability in its services, programs, activities, or employment practices.

## **Employment**

Colonial Behavioral Health 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**

Colonial Behavioral Health will generally, upon request, provide appropriate aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in Colonial Behavioral Health'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**

Colonial Behavioral Health 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. Anyone who requires an auxiliary aid or service for effective communication, or a modification of policies or procedures to participate in a Colonial Behavioral Health program, service, or activity, should contact Colonial Behavioral Health's ADA Coordinator, Kisha Young at 757-220-3200 or [ADACoordinator@colonialbh.org](mailto:ADACoordinator@colonialbh.org) as soon as possible but no later than 48 hours before the scheduled event.

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

The individuals listed below have been designated to coordinate ADA compliance for Colonial Behavioral Health.



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For issues and/or requests for reasonable modifications regarding physical access to Colonial Behavioral Health facilities/services/programs/activities, please contact:

**Kisha Young, ADA Coordinator – Facilities**

1657 Merrimac Trail, Williamsburg, VA 23185

757-220-3200

[ADACoordinator@colonialbh.org](mailto:ADACoordinator@colonialbh.org)

For issues regarding employment practices and staff reasonable accommodations, please contact:

**Chaenn Thomas, Director of Human Resources**

1657 Merrimac Trail, Williamsburg, VA 23185

757-220-3200

[HR@colonialbh.org](mailto:HR@colonialbh.org)

Colonial Behavioral Health has established a grievance procedure for use of anyone who wishes to file a complaint alleging discrimination on the basis of a disability in the provision of services, activities, programs, or benefits by Colonial Behavioral Health. To read more about this grievance procedure, please see [ADA Grievance Procedure](#).

Colonial Behavioral Health 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.