

NOTICE UNDER THE AMERICANS WITH DISABILITIES ACT

Louise W. Eggleston Center, Inc.

In accordance with the requirements of Title II of the Americans with Disabilities Act of 1990 (ADA), Louise W. Eggleston Center, Inc. (Eggleston) will not discriminate against qualified individuals with disabilities on the basis of disability in its services, programs, or activities.

Oversight of ADA compliance is the responsibility of the ADA Coordinator(s) and all inquires concerning Eggleston's efforts to make its programs and services accessible to persons with disabilities should be directed to:

ADA Coordinators	Contact Information
<p>Helene Russell Chief People Officer</p> <p>Zakiya Hoyett Vice President, Culture & Compliance</p>	<p>Address Eggleston Corporate Office 5145 E. Virginia Beach Blvd Norfolk, Virginia 23502</p> <p>Phone 757.858.8011</p> <p>Fax 757.402.3658</p> <p>Email hr@egglestonservices.org</p>

Employment: Eggleston does not discriminate on the basis of disability in its hiring or employment practices and complies with all regulations by the U.S. Equal Employment Opportunity Commission.

Effective Communication: Eggleston will generally, upon request, provide appropriate aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in our 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: Eggleston 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 our program, service, or activity, should contact our ADA Coordinator or designee as soon as possible but no later than 48 hours before the scheduled event.

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

Complaints that an Authority program, service, or activity is not accessible to persons with disabilities should be directed to our ADA Coordinator or their designee.

Eggleston 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.