

**State of Hawai'i  
Department of Human Resources Development**

**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 State of Hawai'i Department of Human Resources Development (DHRD) will not discriminate against qualified individuals with disabilities based on disability in its services, programs, or activities.

**Employment:** DHRD does not discriminate based on 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:** DHRD will generally, upon request, provide appropriate aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in DHRD'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:** DHRD will make reasonable modifications to policies and programs to ensure that people with disabilities have an equal opportunity to enjoy all its programs, services, and activities. For example, individuals with service animals are welcome in DHRD offices, even where 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 DHRD program, service, or activity should contact DHRD's ADA Coordinator, Signe Nakamura-Dureza, by phone at (808) 587-1162 or email at [signe.r.nakamura-dureza@hawaii.gov](mailto:signe.r.nakamura-dureza@hawaii.gov) as soon as possible before the scheduled event. Requests made as early as possible have a greater likelihood of being fulfilled.

DHRD will not place a surcharge on an individual with a disability or 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.

The ADA does not require DHRD 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 DHRD program, service, or activity is not accessible to persons with disabilities should be directed to DHRD's ADA Coordinator (see contact information above).