

SECTION 5. AMERICANS WITH DISABILITIES ACT

- 5.01** Harris County does not discriminate against employees with disabilities and is committed to complying with all applicable provisions of the Americans with Disabilities Act (ADA). We will provide reasonable accommodations to qualified applicants or employees with disabilities who have made the Department aware of their disabilities, provided that such accommodation does not constitute an undue hardship on the operation of the department. If you need a reasonable accommodation, talk to your supervisor. Departments will engage in an interactive process with you to identify possible accommodations, if any, to help you do your job.
- 5.02** The County must provide certain accommodations needed by people with disabilities to participate in services, programs, and activities Harris County offers. For example, to facilitate effective communication, the ADA requires the County to **provide auxiliary aids and services such as sign language interpreters, telecommunication devices for the deaf, hearing aid-compatible amplified telephones, and assistive listening devices, free of charge to citizens** who need an accommodation to communicate when participating in or seeking access to County services, programs, and activities.
- 5.03** Make sure you know how to access the necessary auxiliary aids and services when requested. Obtain additional information on accessing auxiliary aids and services from your departmental ADA Coordinator, the Harris County ADA Coordinator, or the Human Resources & Risk Management [ADA webpage](#).