



RIGHTS UNDER THE AMERICANS WITH DISABILITIES ACT

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

Employment: BABS 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: BABS will generally, upon request, provide appropriate aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in BABS'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: BABS 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 BABS program, service, or activity, should contact the BABS's ADA Coordinator Joshua Worrell at (434) 292-3025 or joshua.worrell@blackstonebus.com as soon as possible but no later than 48 hours before the scheduled event.

The ADA does not require BABS 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 a BABS program, service, or activity is not accessible to persons with disabilities should be directed to BABS's ADA Coordinator Joshua Worrell at (434) 292-3025 or joshua.worrell@blackstonebus.com.

BABS 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.