

# Notice Under the Americans with Disabilities Act

Welcome to the Washington Department of Ecology (Ecology). Ecology values input from all of our customers, and does not discriminate against individuals with disabilities in its services, programs, or activities. This is consistent with the requirements of Title II of the Americans with Disabilities Act of 1990 (ADA).

**Employment:**

Ecology does not discriminate on the basis of disability in its hiring or employment practices and complies with all regulations stated by the U.S. Equal Employment Commission under Title I of the ADA.

**Effective Communication:**

Ecology will generally, upon request, provide appropriate aids and services leading to effective communication for qualified people with disabilities so they can participate equally in Ecology's programs, services, and activities. This includes providing 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:**

Ecology will make all reasonable modifications to policies and procedures to ensure that people with disabilities have an equal opportunity to enjoy all of its programs, services, and activities. For example, people with service animals are welcome in Ecology offices, where pets are generally prohibited.

**Do you need an accommodation?**

Anyone who requires an auxiliary aid or service for effective communication, or a modification to policies and procedures to participate in an Ecology program, service, or activity, should contact Ecology's ADA Coordinator, Hanna Waterstrat, at (360) 407-7668 or [hwat461@ecy.wa.gov](mailto:hwat461@ecy.wa.gov). Contact should be made as soon as possible, but no later than 48 hours before the scheduled event. Ecology will make a reasonable effort to accommodate all requests – even those received within 48 hours of a scheduled event. Ecology will not charge the requestor for providing accommodations.

The ADA does not require Ecology 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 an Ecology program, service, or activity is not accessible to persons with disabilities should be directed to:

Hanna Waterstrat, ADA Coordinator  
Washington Department of Ecology  
PO Box 47600  
Olympia, WA 98505  
Phone: (360) 407-7668 or E-mail: [hwat461@ecy.wa.gov](mailto:hwat461@ecy.wa.gov)

To request ADA accommodation, including materials in a format for the visually impaired, call Ecology at 360-407-7668 or visit <http://www.ecy.wa.gov/accessibility.html>. Persons with impaired hearing may call Washington Relay Service at 711. Persons with speech disability may call TTY at 877-833-6341.