

Non-discrimination Policy

ADA Title II

City of La Junta is committed to complying with all Federal Americans with Disabilities (ADA) regulations as well as the State of Colorado accessibility requirements. In 1990, the Americans with Disabilities Act (ADA) was passed by Congress and signed into law. This civil rights legislation entitles, among other requirements, persons with disabilities equal opportunity to participate in society. As such, public agencies, like the City of La Junta, are required by law to provide the necessary ADA-compliant equipment and accommodations.

Title VI

City of La Junta is committed to ensuring that no individual is excluded from participation in, denied the benefits of its programs, activities or services, or subject to discrimination on the basis of race, color or national origin as per the Title VI of the Civil Rights Act of 1964, as amended.

Toward this end, City of La Junta's departments and employees are responsible for carrying out the commitment to non-discrimination including the requirements of Title VI. This includes the following:

- To ensure that the level and quality of services are provided to all;
- To promote full and fair participation in decision making;
- To ensure meaningful access to programs and activities by persons with limited English proficiency;
- To identify and address, as appropriate, the human health, social, economic and environmental effects of the City of La Junta's programs and activities on all populations.

Language Access

The City provides language access services at no charge to people who have limited ability to read, write or speak English and wish to utilize services, programs or activities offered by the City. These services include interpreters and translation of documents or portions of documents. For assistance with language access call 719-384-5991 and ask to speak to the City Clerk.

Reasonable Modification Policy

If you would like to request a reasonable modification to City of La Junta's policies, practices and/or procedures to assist in ensuring that our programs are accessible to individuals with disabilities, please send a request describing what is needed to use the service to mscofield@ci.la-junta.co.us or call 719-384-2578. City of La Junta staff will use the following criteria to determine if a request is reasonable: 1) the request is not a fundamental alteration of the service; 2) the request is not a direct threat to the health or safety of others; 3) the request is not needed by the requester to use the service; and 4) the request does not result in undue financial or administrative burden.

Equal Employment Opportunity Policy

City of La Junta is an equal employment opportunity (EEO) employer. View our [EEO Policy Statement](#) for more information.