

State of Hawaii
The Department of Business, Economic Development and Tourism
Notice Under the Americans with Disability Act

In accordance with the requirements of title II of the Americans with Disabilities Act of 1990 ("ADA"), federal, state and local laws, regulations and orders and in conformance with the procedures and limitations as set forth in the Department of Human Resources Development's (DHRD) Discrimination/Harassment-Free Workplace Policy (DHRD Policy No. 601.001, which provides specific rights and remedies to State of Hawaii Employees, the State of Hawaii - The Department of Business, Economic Development and Tourism will not discriminate against qualified individuals with disabilities on the basis of disability in its services, programs, or activities.

The State of Hawaii - The Department of Business, Economic Development and Tourism 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.

The State of Hawaii - The Department of Business, Economic Development and Tourism will generally, upon request, provide appropriate aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in the State of Hawaii - The Department of Business, Economic Development and Tourism 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.

The State of Hawaii - The Department of Business, Economic Development and Tourism 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 program, service, or activity of the State of Hawaii - The Department of Business, Economic Development and Tourism, should contact Steven Sung at 808-586-2562 or steven.s.sung@hawaii.gov as soon as possible but no later than 48 hours before the scheduled event. The ADA does not require the State of Hawaii - The Department of Business, Economic Development and Tourism, to take any action that would fundamentally alter the nature of its programs, services, or impose an undue financial or administrative burden.

Complaints that a program, service, or activity of the State of Hawaii - The Department of Business, Economic Development and Tourism is not accessible to persons with disabilities, or any question of interpretation regarding this policy should be directed to Steven Sung at 808-586-2562 or steven.s.sung@hawaii.gov.

The State of Hawaii - The Department of Business, Economic Development and Tourism 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, such as retrieving items from locations that are open to the public but are not accessible to persons who use wheelchairs.