



Revised: 08/28/2026

Cabarrus County Americans with Disabilities Act (ADA) Accommodations Policy

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

Employment: Cabarrus County 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: Cabarrus County will generally, upon request, provide appropriate aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in Cabarrus County'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: Cabarrus County 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 Cabarrus County, should contact the ADA Coordinator as soon as possible, but no later than 48 hours before the scheduled event.

The ADA does not require Cabarrus County 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 a program, service, or activity of Cabarrus County is not accessible to persons with disabilities should be directed to the ADA Coordinator through the Grievance Complaint Form.

Cabarrus County 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.

Cabarrus County reserves the right to impose safety requirements that the ADA Coordinator determines are necessary for the safe operation of any programs, services or activities based on any actual risk associated with the program, service or activity.