



PAT McCrory
Governor

NICHOLAS J. TENNYSON
Secretary

AMERICANS WITH DISABILITIES ACT/SECTION 504 POLICY STATEMENT

The North Carolina Department of Transportation (hereinafter referred to as the NCDOT) prohibits discrimination on the basis of a disability with respect to all terms and conditions of employment and access to its activities, programs, and services. Any interference, coercion, restraint, retaliation, or reprisal of any person alleging disability discrimination is prohibited.

For the purposes of this policy, an individual with a disability is defined as any person who:

1. Has a physical or mental impairment that substantially limits one or more major life activities;
2. Has a record of such an impairment; or
3. Is regarded as having such impairment.

The NCDOT is committed to:

- Providing reasonable accommodation for an individual with a disability to participate in employment, activities, programs, and services and has established procedures to allow persons with a disability to request reasonable accommodation;
- Providing access to persons using its facilities, buildings, and state maintained roads, sidewalks, and crosswalks; and
- Ensuring that communications with applicants, participants, beneficiaries, members of the public, and companions with disabilities are as effective as communications with others. Auxiliary aids/services shall be provided upon request to individuals with a disability, such as sign language interpreters, readers, braille, and large print text. In addition, anyone with a hearing or speech impairment may use Relay NC, a telecommunications relay service, to call any NCDOT entity. Relay NC can be accessed by dialing 711 or 1-877-735-8200.

The NCDOT has an ADA Coordinator, Mark Whisenant, who can answer ADA-related questions and handle reasonable accommodation requests as well as provide information on established procedures for filing a complaint alleging discrimination on the basis of a disability. The ADA Coordinator can be contacted at (919) 508-1822, through email at ADA@ncdot.gov, or by regular mail at the mailing address below. Any questions or comments concerning this policy should be referred to the ADA Coordinator.

A handwritten signature in blue ink, appearing to be "N. Tennyson", written over a horizontal line.

Nicholas J. Tennyson
Secretary

A handwritten date "7/8/16" in blue ink, written over a horizontal line.

Date

The logo for "Nothing Compares" features a stylized blue line drawing of a mountain range or hills to the left of the text "Nothing Compares" in a black, sans-serif font. A small registered trademark symbol (®) is located at the end of the text.