



## NOTICE UNDER THE AMERICANS WITH DISABILITIES ACT

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

**Employment:** the Javits Center does not discriminate on the basis of disability in its hiring or employment practices and complies with applicable regulations promulgated by the U.S. Equal Employment Opportunity Commission under the ADA.

**Effective Communication:** Show Managers (and the Javits Center if applicable) 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 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:** The Javits Center 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. For example, individuals with service animals are welcomed in Javits Center's offices, even where pets are generally prohibited.

**Request for Accommodation:** 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 at the Javits Center, should contact the ADA Coordinator, Jeffrey Caldwell, at (212) 216-2212 or [jcaldwell@javitscenter.com](mailto:jcaldwell@javitscenter.com) as soon as possible but no later than 48 hours before arriving. Employees and applicants may also contact Melissa Vele, Director of Human Resources (DHR), at (212)216-2597 or at [mvele@javitscenter.com](mailto:mvele@javitscenter.com).

The ADA does not require the Javits Center 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 the Javits Center is not accessible to persons with disabilities should be directed to the ADA Coordinator.

The Javits Center 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.

**Please note:** Many of these obligations are the responsibility of the Show Manager for the event you are attending at the Javits Center. If you wish, you can contact the Show Manager directly using the event's link on our website ([www.javitscenter.com](http://www.javitscenter.com)).