**Nondiscrimination Policy**

POLICY:

It is the policy of Adams County that all programs and services, viewed in their entirety, are accessible to and usable by individuals with disabilities, unless providing access results in undue financial or administrative burden to Adams County or causes fundamental alteration of the programs and services. It is also Adams County’s policy that members of the public not experience discrimination, retaliation, or harassment based upon a disability when accessing County programs and services.

Adams County complies with applicable federal and state civil rights laws and does not exclude, deny benefits to, or otherwise discriminate against any individual on the basis of race, color, ethnic or national origin, ancestry, age, sex, gender, sexual orientation, gender identity and expression, religion, creed, political beliefs, or disability in employment, admission or access to, treatment or participation in, or receipt of the services and benefits under any of its programs, services and activities, whether carried out by the County directly or through a contractor or any other entity with which it arranges to carry out its programs, services and activities.