

Non-discrimination Policy

ADA Title II

Outback Express is committed to complying with all Federal Americans with Disabilities Act (ADA) regulations as well as the State of Colorado accessibility requirements. In 1990, the Americans with Disabilities Act (ADA) was passed by Congress and signed into law. This civil rights legislation entitles, among other requirements, persons with disabilities equal opportunity to participate in society. As such, public transportation agencies, like Outback Express, are required by law to provide the necessary ADA-compliant equipment and accommodations.

Title VI

Outback Express is committed to ensuring that no individual is excluded from participation in, denied the benefits of its programs, activities or services, or subject to discrimination on the basis of race, color or national origin as per the Title VI of the Civil Rights Act of 1964, as amended.

Toward this end, Outback Express's departments and employees are responsible for carrying out the commitment to non-discrimination including the requirements of Title VI. This includes the following:

- To ensure that the level and quality of transportation services are provided to all;
- To promote full and fair participation in transportation decision making;
- To ensure meaningful access to Outback Express's programs and activities by persons with limited English proficiency;
- To identify and address, as appropriate, the human health, social, economic and environmental effects of Outback Express's programs and activities on all populations.

Language Access

The East Central Council of Government (ECCOG) staff provides language access services at no charge to people who have limited ability to read, write or speak English and wish to utilize services, programs or activities offered by ECCOG. These services include interpreters and translation of documents or portions of documents. For assistance with language access call 719-348-5562 and ask to speak to the Transit Services Director.

Reasonable Modification Policy

If you would like to request a reasonable modification to Outback Express's policies, practices and/or procedures to assist in ensuring that our programs are accessible to

individuals with disabilities, please send a request describing what is needed to use the service to: eccog@prairiedevelopment.com or call 719-348-5562. Outback Express staff will use the following criteria to determine if a request is reasonable: 1) the request is not a fundamental alteration of the service; 2) the request is not a direct threat to the health or safety of others; 3) the request is not needed by the requester to use the service; and 4) the request does not result in undue financial or administrative burden.