

# TAMPA INTERNATIONAL AIRPORT

## Notice under the Americans with Disabilities Act

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In accordance with the requirements of Title II of the Americans with Disabilities Act of 1990, as amended (“ADA”), the Aviation Authority will not discriminate against qualified individuals with disabilities on the basis of disability in admission or access to, or treatment or employment in, its services, programs, or activities.

**Employment:** The Aviation Authority 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 Communications:** The Aviation Authority will furnish appropriate auxiliary aids and services where necessary to afford individuals with disabilities an equal opportunity to participate in, and enjoy the benefits of, Aviation Authority programs, services, and activities.

**Modifications to Policies and Procedures:** The Aviation Authority will make reasonable modifications to policies and programs to ensure that people with disabilities have an equal opportunity to enjoy its programs, services, and activities.

**ADA Coordinator:** The following Aviation Authority employee has been designated to coordinate its efforts to comply with the ADA regulations:

Elita Cobbs McMillon  
Director of Ethics, Compliance and Diversity  
P.O. Box 22287  
Tampa, FL 33622  
(813) 554-1450

**Grievance Procedure:** The Aviation Authority has adopted a grievance procedure providing for prompt and equitable resolution of complaints alleging discrimination on the basis of disability. Complaints that a program, service, or activity of the Aviation Authority is not accessible to persons with disabilities should be directed to the ADA Coordinator.

**Accessibility of Public Meetings:** Florida law requires public agencies to provide accessibility to public meetings upon receipt of a written request by a person with a physical disability at least 48 hours prior to the meeting. Any person requiring accommodations to attend or participate in a meeting of the Aviation Authority should contact Joseph W. Lopano, Chief Executive Officer, Hillsborough County Aviation Authority, Post Office Box 22287, Tampa, FL 33622, or via facsimile at (813) 875-6670. If you have any questions, please call (813) 870-8705.

**Other Accommodations:** Anyone who requires accommodations, an auxiliary aid or service for effective communication, or a modification of policies or procedures to participate in a program, service, or activity of the Aviation Authority, should contact an Assistant Director of Operations at (813) 870-8752 as soon as possible.