

**CITY OF HARKER HEIGHTS, TEXAS  
AMERICANS WITH DISABILITIES ACT AND SECTION 504 OF THE  
REHABILITATION ACT OF 1973 – TITLE II DISABILITY  
NONDISCRIMINATION POLICY AND PUBLIC NOTICE**

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

***Employment:*** City of Harker Heights 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 Communication:*** City of Harker Heights will generally, upon request, provide appropriate aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in City of Harker Heights' 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:*** City of Harker Heights 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 City of Harker Heights offices, even where pets are generally prohibited.

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 of City of Harker Heights, should contact the office of ***Michael Beard, ADA/504 Coordinator***, as soon as possible but no later than 48 hours before the scheduled event.

The ADA does not require the City of Harker Heights 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 City of Harker Heights is not accessible to persons with disabilities should be directed to ***Michael Beard, ADA/504 Coordinator***.

City of Harker Heights 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.

**Contact Information**

**Michael Beard, Director of Planning/Building Official**

**ADA/504 Coordinator**

**305 Millers Crossing**

**Harker Heights, TX 76548**

**Office (Voice): 254-953-5600**

**Relay Texas: 7-1-1**

**[mbeard@harkerheights.gov](mailto:mbeard@harkerheights.gov)**

The City of Harker Heights, Texas, as a recipient of federal financial assistance and under Title VI of the Civil Rights Act of 1964 and related statutes, ensures that no person shall on the grounds of race, color, national origin, be excluded from participation in, be denied the benefits of, or otherwise be subjected to discrimination under any Department programs or activities.

  
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Signature of Authorized Official

08/29/2025

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Date