



TENNESSEE DEPARTMENT OF HEALTH  
NOTICE UNDER THE REHABILITATION ACT AND  
THE AMERICANS WITH DISABILITIES ACT (ADA)

In accordance with the requirements of Section 504 of the Rehabilitation Act of 1973, and Title II of the Americans with Disabilities Act of 1990 (“ADA”), as amended by the ADA Amendments Act of 2008, the Tennessee Department of Health will not discriminate against qualified individuals with disabilities on the basis of disability in its services, programs, or activities.

***Employment:*** Additionally, the Tennessee Department of Health 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:*** The Tennessee Department of Health will generally, upon request, provide appropriate aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in our programs, services, and activities. This includes qualified sign language interpreters and other ways of making information and communications accessible to people who have speech, hearing, or vision disabilities.

***Modifications to Policies and Procedures:*** The Tennessee Department of Health will make reasonable modifications to policies and programs to ensure that people with disabilities have an equal opportunity to enjoy all of our programs, services, and activities. For example, individuals with service animals are welcomed in our offices, even where pets are generally prohibited.

**If you need a sign language interpreter or other auxiliary aid or service for effective communication, or a reasonable modification of policies or procedures to participate in our programs, services, or activities, please inform staff as soon as possible, but no later than 48 hours before the scheduled event.**

**Additionally, you may contact Luvenia R. Harrison, Civil Rights Officer/ADA Coordinator at (615) 741-9421 or by email at [Luvenia.Harrison@tn.gov](mailto:Luvenia.Harrison@tn.gov). Individuals who are Deaf, Hard of Hearing, Deaf/Blind, or have Speech Disabilities can contact us through any of our telephone numbers by first calling the Tennessee Relay Service at 711. Our assistance is free.**

Neither the Rehabilitation Act nor the ADA require the Tennessee Department of Health 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 is not accessible to persons with disabilities should be directed to Luvenia R. Harrison, Civil Rights Compliance Officer/ADA Coordinator at (615) 741-9421, [Luvenia.Harrison@tn.gov](mailto:Luvenia.Harrison@tn.gov). You may also file a complaint with the appropriate federal agency. We will provide federal agency contact information to individuals who desire to file a complaint of discrimination with a federal agency.