

# Americans with Disabilities Act (ADA) Notice

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

- **Employment:** EuroThreads 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:** EuroThreads will generally, upon request, provide appropriate aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in EuroThreads' 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:** EuroThreads 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.

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 EuroThreads, should contact Customer Service at 612.800.7155

The ADA does not require EuroThreads 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 EuroThreads is not accessible to persons with disabilities should be directed to Customer Service at 612.800.7155

EuroThreads 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.

EuroThreads (EUROTHREADS) is committed to providing a fully accessible website experience on the EUROTHREADS website portal located at: [www.eurothreadlift.com](http://www.eurothreadlift.com) for all users of assistive technologies such as screen reading software, screen enlargement software and alternative keyboard input devices.

This is an on-going process and EUROTHREADS is currently reviewing all website areas and is implementing the Web Content Accessibility Guidelines (WCAG) version 2.0, level AA standard on all page content and elements of the EUROTHREADS web portal. EUROTHREADS has contracted with an accessibility consultant to periodically test the EUROTHREADS website portal using assistive technologies in order to ensure full compliance to WCAG 2.0 Level AA.

If any users of assistive technologies are experiencing any difficulties in using the website, please do not hesitate to contact: Tamara L. Moore, COO, at: 612.800.7155 or e-mail at: [eurothreadlift@gmail.com](mailto:eurothreadlift@gmail.com)