

**ST. LOUIS SOCIETY FOR THE  
BLIND AND VISUALLY IMPAIRED**

**Notice under the Americans with Disabilities Act**

March 2026

## **Notice to the Public**

### **Notifying the Public of Rights under the Americans with Disabilities Act**

In accordance with the requirements of Title II of the Americans with Disabilities Act ("ADA"), St. Louis Society for the Blind and Visually Impaired (SLSBVI) will not discriminate against qualified individuals with disabilities on the basis of disability in its services, programs, or activities.

***Employment:*** SLSBVI 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 and with the regulations promulgated by the Missouri Commission on Human Rights.

***Effective Communication:*** SLSBVI will generally, upon request, provide appropriate aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in SLSBVI 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:*** If laws or regulations should change in the future, SLSBVI 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 SLSBVI 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 SLSBVI, should contact Sharon Mertzlufft, President and Chief Executive Officer, as soon as possible but no later than two business days before the scheduled event:

Sharon Mertzlufft  
President and Chief Executive Officer  
St. Louis Society for the Blind and Visually Impaired  
8770 Manchester Road  
Saint Louis, MO 63144  
(314) 968-9000; smertzlufft@slsbvi.org

The ADA does not require SLSBVI to take any action that would fundamentally alter the nature of its programs or services, or impose an undue financial or administrative hardship.

Complaints that a program, service, or activity of SLSBVI is not accessible to persons with disabilities should be directed to:

Sharon Mertzlufft  
President and Chief Executive Officer  
St. Louis Society for the Blind and Visually Impaired  
8770 Manchester Road  
Saint Louis, MO 63144  
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SLSBVI 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.