

Harmony Community Development District ADA/W3C Compliance & Accessibility



The Harmony Community Development District (“HCDD” or “District”), the boundaries of which reside solely and wholly within Osceola County, Florida, adheres strictly to the guidelines set forth in the “ADA Notice of Compliance” statement as filed by Osceola County.

In accordance with the requirements of Title II of the Americans with Disabilities Act (ADA) of 1990, the Harmony CDD does not discriminate on the basis of disability in the admission, access, or operations of its programs, services, activities, or facilities. In accordance with Title II of the ADA, the programs, services, activities, and facilities of the District, **when viewed in their entirety**, are readily accessible to and usable by qualified individuals with disabilities.

Employment: The District 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 Americans with Disabilities Act (ADA).

Effective Communication: The District will generally, upon request, provide appropriate aids and services leading to effective communication for qualified individuals with disabilities so that they can participate equally in the District’s programs, services, & activities; including alternate ways of making information & communications accessible to individuals with speech, hearing, or vision impairments.

Modifications to Policies and Procedures: The District will make reasonable modifications to its policies, practices, & programs to ensure that individuals with disabilities have an equal opportunity to enjoy all District programs, services, and activities. For example, individuals with service animals are welcome in District facilities, even where pets are generally prohibited.

The District 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 and services or for 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 or are Vision Impaired.

The ADA does not require the District to take any action that would fundamentally alter the nature of its programs or services, nor to incur an undue financial or administrative burden; but to obtain tailored assistance in the use of any District Facility, it is only necessary to fill-in and submit an [ADA Accommodation Request](#) at least 72 hours before a scheduled event.

Harmony CDD will provide prompt & equitable resolution of complaints alleging discrimination on the basis of disability in violation of the U.S. Department of Justice regulations implementing Title II of the ADA. Complaints that District programs, services, activities, or facilities are not accessible to individuals with disabilities should be directed to the District Manager at 407-566-1935

Assistance in Reading Public Documents: Many documents on the District’s website are in PDF format. To view them, you may need to download the latest version of [Adobe Reader](#). To read PDF documents with a screen reader, visit the [Adobe Reader Accessibility](#) website, which provides useful tools and resources. The HCDD [Web Site Map](#) is provided as a supplemental aid to the user in the identification, location, and selection of material of interest.

Browser Accessibility Information: Many popular browsers contain built-in accessibility tools.

- [Edge Accessibility Information](#)
- [Explorer Accessibility Information](#)
- [Chrome Accessibility Information](#)
- [Firefox Accessibility Information](#)
- [Safari Accessibility Information](#)

Assistive Technology Options: Many options exist to assist individuals with accessing the web.

- [Latest Version of NVDA for Windows](#)
- [Latest Version of JAWS for Windows](#)
- [Latest version of VoiceOver for Mac OS-X](#)
- [Keyboard-Only Navigation](#)

Harmony CDD will continue to actively monitor Web Content Accessibility Guidelines (WCAG) development by the World Wide Web Consortium (W3C) to ensure HCDD website accessibility by all disabled individuals. If you have concerns, comments, or questions regarding any aspect of District accessibility compliance, please contact the HCDD District Manager at 407-566-1935.