

**DECLARATION OF COMPLIANCE WITH THE
AMERICANS WITH DISABILITIES ACT**

The Americans with Disabilities Act (ADA) requires that private organizations serving the public make their goods, services and facilities accessible to people with disabilities. Furthermore, the City of Oakland requires that all of its Contractors comply with their ADA obligations and verify such compliance by signing this Declaration of Compliance.

The Contractor certifies that it will comply with the Americans with Disabilities Act by:

- A. Adopting policies, practices and procedures that ensure non-discrimination and equal access to Contractor's goods, services and facilities for people with disabilities;
- B. Providing goods, services and facilities to individuals with disabilities in an integrated setting, except when separate programs are required to ensure equal access;
- C. Making reasonable modifications in programs, activities and services when necessary to ensure equal access to individuals with disabilities, unless fundamental alteration in the nature of the Contractor's program would result;
- D. Removing architectural barriers in existing facilities or providing alternative means of delivering goods and services when removal of barriers is cost-prohibitive;
- E. Furnishing auxiliary aids to ensure equally effective communication with persons with disabilities; and
- F. If contractor provides transportation to the public, by providing equivalent accessible transportation to people with disabilities.

The undersigned authorized representative hereby obligates the applicant to the above stated conditions under penalty of perjury.

East Bay Zoological Society
 Company Name

P.O. Box 5238, Oakland, CA
 Address 94605

(510) 632-9525
 Phone

4/24/05
 Date

Robert L. Montgomery
 Signature of Authorized Representative

Robert L. Montgomery
 Type or Print Name

President of Board
 Type or Print Title

City of Oakland



Equal Benefits Ordinance **Certificate of Compliance**

is hereby awarded to

East Bay Zoological Society

For satisfying all requirements necessary for compliance with the Equal Benefits Ordinance.

Debra Barnes

Deborah Barnes
Contract Compliance & Employment Services Manager

May 14, 2005

Date