

*Alvar Maki, Supervisor  
Roxane Gardner, Clerk  
Carla Skytta, Treasurer*

*Dawn Perry, Trustee  
Michael Tembreull, Trustee*

## **Michigamme Township**

*P.O. Box 220  
Michigamme, MI 49861*

**PHONE 906-323-6608**

**FAX 906-323-6344**

**EMAIL, [michigammetownship@gmail.com](mailto:michigammetownship@gmail.com)**

### **Michigamme Township Policy of Non-Discrimination on Basis of Handicap**

Michigamme Township does not discriminate on the basis of disability in its hiring or employment practices. Michigamme Township will not ask a job applicant about the existence, nature, or severity of a disability. Applicants may be asked about their ability to perform specific job functions. Medical examinations or inquiries may be made, but only after a conditional offer of employment is made and only if required of all applicants for the position. Michigamme Township will make reasonable accommodations for the known physical and mental limitations of a qualified applicant or employee with a disability upon request unless the accommodations would cause an undue hardship on the operation of Michigamme Township's business. To extent its selection criteria for employment decisions have the effect of disqualifying an individual because of disability; those criteria will be job-related and consistent with business necessity. Employees' medical information is maintained separately from personnel files and protected by confidentiality.

Michigamme Township will provide appropriate auxiliary aids and services, including qualified sign language interpreters, assistive listening devices, and alternate formats, whenever necessary to ensure effective communications with members of the public who have hearing, sight, or speech impairments, unless to do so would result in a fundamental alteration of its programs or an undue administrative or financial burden on the Township.

A person who requires an accommodation or an auxiliary aid or service should contact the Township Clerk or Supervisor at least seven days prior to the scheduled event. Complaints that a Township of Michigamme program, service, or activity is not accessible to persons with disabilities should be directed to the Township Supervisor. Complaints of disability-based discrimination against applicants for Michigamme Township employment or Michigamme Township employees should be directed to the Township Supervisor.

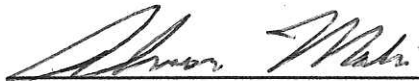
Michigamme Township will not place a surcharge on a particular individual with a disability or any group of individuals with disabilities to cover the cost of providing auxiliary aids/services or reasonable modifications of policy, such as retrieving items from locations that are open to the public but are not accessible to persons who use wheelchairs.

Contact Information:

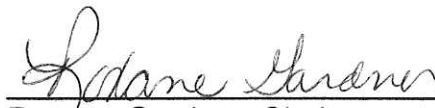
Michigamme Township  
P.O. Box 220  
Michigamme, MI 49861

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TDD: (800)-649-3777

Supervisor: Alvar Maki  
Clerk: Roxane Gardner

  
\_\_\_\_\_  
Alvar Maki, Supervisor

\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Roxane Gardner, Clerk

06-09-14  
\_\_\_\_\_  
Date