

Equal Access, Equal Trust:

ADA Compliance in Notarial Services

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NATIONAL
NOTARY
ASSOCIATION

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INTRODUCTION

From baby name blogs to celebrity birth announcements, names today are undeniably more than labels — they are statements of identity, heritage, and hope. For example, parents may choose the names “Stephen” or “Stephanie,” which originate from the Greek word meaning “crown,” to express how cherished their child is to them.

Similarly, the title “Notary Public” is far more than a label. It is a statement of public service, grounded in the principle of equal access to notarial services for all. However, individuals with disabilities often face barriers when seeking these services. The Americans with Disabilities Act (ADA) mandates equal access, yet many Notaries are unaware it applies to their work.

This paper explains what the ADA requires of Notaries and offers practical guidance for compliance, with a focus on facilitating effective communication with individuals who have disabilities.

MUST NOTARIES COMPLY WITH THE ADA?

Enacted in 1990,¹ the Americans with Disabilities Act is a landmark federal civil rights law that prohibits discrimination against individuals with disabilities in various areas of life. The Act consists of three titles. Title I addresses discrimination against qualified individuals by employers with at least 15 employees. Title II prohibits discrimination in programs and services offered by state and local governments. Title III prohibits discrimination by businesses open to the public, known under the ADA as “public accommodations.”

All Notaries, whether employees, moonlighters, or independent business owners, are required to comply with the Americans with Disabilities Act. This obligation arises from their role as providers of a public service.

Many Notaries may be unaware that federal laws such as the ADA apply to them, as their attention is often exclusively focused on complying with state-specific rules for performing notarial acts.²

The ADA provisions that apply to a Notary depend on the context in which the Notary provides services. For Notaries who are employees, ADA compliance is mandated through their employer. Public sector employers are governed by Title II, while private sector employers fall under Title III. All employers, regardless of sector, must also adhere to Title I.

¹ Americans with Disabilities Act of 1990, Pub. L. No. 101-336, 104 Stat. 327 (codified as amended at 42 U.S.C. §§ 12101–12213). Regulations to implement the ADA were adopted in 1991 by the U.S. Equal Employment Opportunity Commission (56 Fed. Reg. 35,576 (July 26, 1991)), Justice Department (56 Fed. Reg. 35,694 (July 26, 1991); 56 Fed. Reg. 35,544 (July 26, 1991)), and Federal Communications Commission (56 Fed. Reg. 11,108 (Mar. 5, 1991)).

² Depending on the nature of their work, Notaries may be subject to other federal laws, including the Health Insurance Portability and Accountability Act (HIPAA) privacy standards, Know Your Customer regulations aimed at preventing financial crimes under the Uniting and Strengthening America by Providing Appropriate Tools Required to Intercept and Obstruct Terrorism (USA PATRIOT) Act, privacy and disclosure laws in the Gramm-Leach-Bliley Act (GLBA), and rules regulating settlement service providers in the Real Estate Settlement Procedures Act (RESPA).

Notaries who run small businesses that include physical, public-facing premises are subject to Title III and must ensure their facilities and services meet ADA accessibility standards. If they employ at least 15 staff, Title I also applies.

Most mobile Notaries operate as sole proprietors under what the ADA refers to as public accommodation service establishments.³ Title III generally applies even without a storefront. When mobile Notary services are delivered at a client site, the Notary's duty to provide equal services travels with the Notary.

Notaries in all three categories are obligated to ensure that they effectively communicate with persons with disabilities.⁴

STATE NOTARY LAW PROVISIONS

Given the broad impact of the Americans with Disabilities Act, it is reasonable to expect state Notary laws and official guidance to incorporate its core principles. This section explores the extent to which such laws and guidance support the ADA's commitment to equal access and accommodations for individuals with disabilities.

Discrimination. Several states explicitly prohibit Notaries from refusing services based on disability,⁵ while many others imply a similar prohibition.⁶

Although refusing services is one form of discrimination, compliance requires more than avoiding improper refusals. Notaries must perform each step of a notarial act consistently and without discrimination for all individuals, regardless of disability. This includes, for example, assessing or waiving fees for notarial services in an impartial, unbiased manner.⁷

New Mexico sets one of the clearest standards for nondiscrimination in notarial practice, explicitly applying it to both the refusal to perform services and the conduct of notarial acts. Specifically, it states: "In accordance with the [New Mexico] Human Rights Act, a notary public or notarial officer shall not discriminate in the refusal to perform or the manner in which a notarial act is performed pursuant to the Revised Uniform Law on Notarial Acts."⁸

³ A "public accommodation" under the ADA refers to a private business or nonprofit entity. The law defines this term broadly to include various types of businesses or entities (see 42 U.S.C. § 12181(7)). Because Notaries provide a public service, they are considered an "other service establishment" under Subparagraph (E).

⁴ For Notaries employed by a public agency, see 42 U.S.C. § 12132; 28 C.F.R. §§ 35.130(a); 35.160(a), (b). For Notaries employed by a private business or entity, see 42 U.S.C. §§ 12182(a); 12182(b)(2)(A)(iii); 28 C.F.R. §§ 36.202; 36.303.

⁵ Haw. Admin. R. § 5-11-4.5(a)(1); Mass. Gen. Laws Ann. ch. 222 § 16(b); Mo. Rev. Stat. Ann. §§ 456.6501; 213.055; N.M. Stat. Ann. §§ 14-14A-7.C; 28-1-7.A; *Powers of a Notary Public*, PA Dept. of State, <https://www.pa.gov/agencies/dos/resources/notaries-resources-and-information/powers-of-a-notary-public>.

⁶ Twenty-five states have enacted Section 8(b) of the Revised Uniform Law on Notarial Acts, which reads, "A notarial officer may refuse to perform a notarial act unless refusal is prohibited by law other than this [act]." "Law" in this context would include the Americans with Disabilities Act. States and jurisdictions that have enacted the provision include Arizona, Colorado, Delaware, District of Columbia, Hawaii, Idaho, Indiana, Iowa, Kansas, Kentucky, Maine, Minnesota, Mississippi, Montana, New Jersey, New Mexico, North Dakota, Oregon, Pennsylvania, Rhode Island, Vermont, Washington, West Virginia, Wisconsin, and Wyoming.

⁷ Haw. Admin. R. §§ 5-11-4.5(a)(2); 5-11-4.5(c); Mo. Rev. Stat. Ann. §§ 486.685.4; 486.650; 213.055; N.C. Gen. Stat. § 10B-30(b).

⁸ N.M. Stat. Ann. §§ 14-14A-7.C. The New Mexico Human Rights Act prohibits discrimination based on disability (see § 28-1-7.A).

Accommodations for Signers with Disabilities. Most states have laws or official guidance that provide specific accommodations tailored to various disabilities:

- *Motor Impairments:* Most states allow individuals with disabilities to authorize a third party⁹ or the Notary¹⁰ to sign a document on their behalf or sign with a mark when they cannot write a full signature.¹¹ Three states have laws permitting individuals with disabilities who cannot physically sign to use a facsimile signature stamp, while New York’s General Construction Law defines a “signature” to include one that is stamped.¹² Several commissioning officials authorize Notaries to accept stamped signatures in their state Notary handbooks.¹³ Three states authorize a Notary with a disability to use a signature stamp.¹⁴
- *Hearing Impairments:* Colorado requires interpreters assisting deaf, hard of hearing, or deafblind individuals during notarial acts to hold specified certifications.¹⁵ North Carolina permits Notaries to use auxiliary aids or qualified interpreters, transliterators, or certified CART captioners¹⁶ to support deaf and hard of hearing signers.¹⁷ Two commissioning officials recommend that Notaries serving hearing impaired signers communicate in writing.¹⁸
- *Visual Impairments:* Three states have laws requiring Notaries to read the entire document aloud to a blind individual before notarization, and commissioning officials in several additional states provide this guidance in their Notary

⁹ Ariz. Rev. Stat. Ann. § 41-257; Ark. Code Ann. § 21-14-107(a)(5); Colo. Rev. Stat. Ann. § 24-21-509(f); Del. Code Ann. tit. 29, § 4322A; D.C. Code Ann. § 1-1231.08; Idaho Code § 41-109; Ill. Admin. Code § 176.610; Ind. Code Ann. § 33-42-9-6; Iowa Code Ann. § 9B.9; Kan. Stat. Ann. § 53-5a09(a); Ky. Rev. Stat. Ann. § 423.335; Me. Rev. Stat. Ann. tit. 4, § 1909; MD Code Ann. (St. Gov’t) § 18-208(a); Minn. Stat. Ann. § 359.091(a); Miss. Code Ann. § 25-34-19; Mont. Code Ann. § 1-5-623; Nev. Rev. Stat. Ann. § 240.1655.8; N.J. Stat. Ann. § 52:7-10.11; N.M. Stat. Ann. § 14-14A-8; N.C. Gen. Stat. § 10B-20(e); N.D. Cent. Code § 04-06.1-08; Ohio Rev. Code Ann. § 147.59(A); Or. Rev. Stat. § 194.250; R.I. Gen. Laws § 42-30.1.8; S.C. Code § 26-1-90(G); Vt. Code Ann. tit. 26, § 5366; Wash. Rev. Code Ann. § 64.08.100; W.Va. Code § 39-4-9; Wis. Stat. Ann. § 140.09; Wyo. Stat. Ann. § 32-3-113(a).

¹⁰ Fla. Stat. Ann. § 117.05.14(d); Haw. Rev. Stat. § 456-19; Mass. Gen. Laws Ann. ch. 222, § 15(g); Mich. Comp. Laws § 55-293; Neb. Rev. Stat. § 64-105.02(2); S.C. Code § 26-1-9(H); Tex. Gov’t Code § 406.0165.

¹¹ Ala. Code § 1-1-1(4); Alaska Code § 01.10.060(12); Ariz. Rev. Stat. Ann. § 1-215.37; Ark. Code Ann. § 12-14-107(a)(4); Cal. Gov’t Code § 16; Conn. Sec’y of the State, *State of Connecticut Notary Public Manual* 13 (2023), available at <https://portal.ct.gov/sots/business-services/notary/notary-public-licensing>; Fla. Stat. Ann. § 117.05(14)(b); Ga. Code Ann. § 1-3-3(19); Ill. Sec’y of State, *Illinois Notary Public Handbook* 26 (Feb. 2024), available at <https://www.ilsos.gov/publications/indexpub.html#notary>; Mass. Gen. Laws Ann. ch. 222, § 15(f); Mo. Rev. Stat. Ann. § 486.645.2; Mont. Code Ann. § 1-1-203(5); Neb. Rev. Stat. § 64-105.02(1); Nev. Rev. Stat. Ann. § 52.305.2); N.H. Att’y Gen. & Sec’y of State, *Notary Public and Justice of the Peace Manual* 20 (February 28, 2022), available at <https://www.sos.nh.gov/notary-public> (navigate to What is a Notary Public); N.J. Stat. Ann. § 46:14-4.2; N.C. Gen. Stat. § 10B-20(d); *Performing Notarial Acts*, N.D. Sec’y of State, <https://www.sos.nd.gov/notary-apostille/performing-notarial-acts>; N.Y. Gen. Constr. Law § 46; Okla. Stat. Ann. tit. 16, § 34; Pa. Cons. Stat. Ann. tit. 1, § 1991; S.C. Code § 16-1-90(F); S.D. Codified Laws § 2-14-2(25); R.I. Gov. and Sec’y of State, *Standards of Conduct for Notaries Public in the State of Rhode Island* Section 3(g) (Sept. 22, 2022), <https://www.sos.ri.gov/Divisions/NotaryPublic/EducationalResources>; Tenn. Code Ann. § 1-3-105(32); Tex. Gov’t Code § 311.005(6).

¹² N.Y. Gen. Constr. Law § 46.

¹³ Ind. Sec’y of State, *Notary Public Guide* 41 (May 20, 2024), <https://inbiz.in.gov/Assets/NotaryGuide.pdf>; Mt. Sec’y of State, *Montana Notary Handbook* 31 (2022); N.H. Att’y Gen. & Sec’y of State, *supra* note 11, at 20; Or. Sec’y of State, *Notary Public Guide* 11 (2024), <https://sos.oregon.gov/business/documents/notary-guide/notary-guide.pdf>.

¹⁴ Fla. Stat. Ann. § 117.102(2); Ohio Rev. Code Ann. § 147.141(A)(7); S.C. Code § 26-1-110.

¹⁵ Code of Colo. Regs. tit. 8, Ch. 1505-11, Rule 2.3.2).

¹⁶ CART stands for Communication Access Realtime Translation and CART captioners provide instantaneous, word-for-word transcription of spoken words to a screen for persons who are deaf or hard of hearing. See <https://nvra.org/page/WhatsCARTCaptioning>. Last viewed on September 18, 2025.

¹⁷ N.C. Admin. Code tit. 18, Rule 07B .0803.

¹⁸ American Society of Notaries (ASN), *Delaware Notary Handbook* 55 (9th ed. 2024); *Georgia Notary Handbook* 71 (14th ed. 2025).

handbooks¹⁹ North Carolina’s rule cited above also applies to visually impaired individuals.²⁰

- *Communication Impairments:* Two states authorize Notaries to use electronic or mechanical means to communicate with individuals who are unable to speak or write.²¹ North Carolina’s rule cited above also extends to those with speech impairments.²²
- *Taking Oaths:* The New Hampshire Attorney General and Secretary of State direct Notaries to accommodate any person who, due to disability, cannot hold up their right hand when swearing an oath.²³ The Michigan Secretary of State authorizes Notaries to accept the raising of the left hand as an alternative.²⁴
- *Remote Online Notarization Platforms:* Providers of remote notarization services must ensure their platforms facilitate communication with remotely located individuals who have vision, hearing, or speech impairments.²⁵

This brief survey shows that while most states accommodate signers with motor disabilities, very few accommodate those with vision, hearing, or speech impairments, except for broad rules that apply only to remote notarization platforms. The ADA’s “effective communication” requirement bridges the gap. To this, we now turn.

EFFECTIVE COMMUNICATION

Federal regulations require Notaries Public to communicate as effectively with individuals with disabilities as with those without.²⁶ This obligation applies to the

¹⁹ Fla. Stat. Ann. § 117.05(14); 5 ILCS 312/6-104(e); Ind. Code Ann. § 33-42-13-3(a)(6). See also, ASN, *Georgia Notary Handbook*, *supra* note 19, at 71; ASN, *Delaware Notary Handbook*, *supra* note 19, at 54; *Performing Notarial Acts*, *supra* note 11; R.I. Sec’y of State, *Notary Public Manual* 15 (July 2024), <https://docs.sos.ri.gov/documents/BusinessServices/Notary-Public-Manual.pdf>.

²⁰ *Supra* note 17.

²¹ Colo. Rev. Stat. Ann. § 24-21-509(2); Minn. Stat. Ann. § 259.091(b).

²² *Supra* note 17.

²³ N.H. Sec’y of State, *supra* note 11, at 21.

²⁴ *Notary Services*, Mich. Sec’y of State, <https://www.michigan.gov/sos/notary-services>. Last viewed on October 8, 2025.

²⁵ Alaska Stat. § 44.50.200(5)(B); Ariz. Rev. Stat. Ann. § 41-263.1.1(b); Ark. Code Ann. § 21-14-302(21)(B); Colo. Rev. Stat. Ann. § 24-21-502(11.7)(b); Conn. Gen. Stat. Ann. § 3-95b(a)(1); Del. Code Ann. tit. 29 § 4320((a)(1)b; D.C. Code Ann. § 1-1231.13(p)(1)(B); Haw. Rev. Stat. § 456-23(i) “communication technology”; Idaho Code § 51-114A(1)(a)(ii); Iowa Code Ann. § 9B.14A.1.a.(2); Kan. Stat. Ann. § 53-5a15((g)(1)(B); Ky. Rev. Stat. Ann. § 423.300(3)(b); Me. Rev. Stat. Ann. tit. 4, § 1915.1.B; Md. Code Ann. (St. Gov’t) § 18-201(a)(c) (2); Mass. Gen. Laws Ann. ch. 222, § 1 “communication technology”; Minn. Stat. Ann. § 358.645, Subd. 1(c); Mo. Rev. Stat. Ann. § 486.1100(3); Mont. Code Ann. § 1-5-602(4)(b); N.H. Rev. Stat. Ann. § 456-B:6-a.1.(a)(2); N.J. Stat. Ann. § 52:7-10.10.a(1)(b); N.M. Stat. Ann. § 14-14A-5.K(1)(b); N.Y. Exec. Law § 135-c.1(a); N.C. Gen. Stat. § 10B-134.1(1); N.D. Cent. Code § 44-06.1-13.1.1.a.(2); Or. Rev. Stat. § 194.277(1)(a)(B); Pa. Cons. Stat. Ann. tit. 57, § 306.1(i) “communication technology”; R.I. Gen. Laws 42.20.1-2(4)(ii); S.D. Codified Laws § 18-1.1(11); Vt. Stat. Ann. tit. 26, § 5304(4)(B); Wash. Rev. Code Ann. § 42.45.280(1)(a)(ii); W.V. Code § 39-4-37(a)(1)(B); W.S. Stat. Ann. § 140.145(1)2; Wyo. Stat. Ann. § 32-3-102(a)(v)(B).

²⁶ 28 C.F.R. § 36.303(a)-(c).

Notary²⁷ or their business, the customer, and any companion²⁸ with a disability. It includes, when necessary, providing auxiliary aids and services to facilitate effective communication.²⁹

The term “auxiliary aid or service” encompasses a broad range of supports, including qualified interpreters, notetakers, real-time computer-aided transcription services, written materials, exchange of written notes, phone handset amplifiers, assistive listening devices and systems, phones compatible with hearing aids, videotext displays, qualified readers, Brailled materials and displays, and more.³⁰ The chosen aid or service must result in communication that is as effective as with individuals without disabilities.

Interpreters in Notarial Acts. Qualified interpreters³¹ — one of the auxiliary aids or services referenced above — deserve special attention. Historically, the Notary community has been reluctant to use interpreters during notarial acts. The prevailing concern is that a Notary must interact directly with the individual for whom the notarial act is performed to accurately certify key facts of the notarial act in the certificate of notarial act.³²

Despite this concern, the ADA explicitly allows the use of qualified interpreters as an auxiliary aid. Accordingly, Notaries may perform a notarial act with the assistance of a qualified interpreter, provided the following conditions are met:

- The interpreter is present during the entire notarial act.
- The Notary independently verifies the signer’s identity, willingness to sign,³³ and mental competence.³⁴
- The Notary notes in their journal entry for the notarial act that a qualified interpreter was used, including the interpreter’s name and certification.³⁵

²⁷ A Notary who contracts with a settlement services provider to provide mortgage loan signing services or a law firm to provide trust and probate document signing services would not be responsible for providing the auxiliary aid or service. The responsibility would fall on the Notary’s contracting company because the individual signing the documents is the contracting company’s customer.

²⁸ Companions include family members, friends, witnesses, attorneys, real estate brokers, and others who are present for the notarial act. Witnesses play various roles in notarial acts. A credible witness is someone authorized under many state laws to verify the identity of the individual whose signature is being notarized. In cases where a person signs using a mark, signature-by-mark witnesses affirm that the mark was made by the individual. Additionally, state laws may require document witnesses to observe the signing of legal instruments such as deeds, mortgages, wills, or powers of attorney.

²⁹ 28 C.F.R. § 36.301(c).

³⁰ 28 C.F.R. § 36.303(b). The equivalent Title II provision is at 28 C.F.R. § 35.104.

³¹ A qualified interpreter is “an interpreter who, via a video remote interpreting (VRI) service or an on-site appearance, is able to interpret effectively, accurately, and impartially, both receptively and expressively, using any necessary specialized vocabulary. Qualified interpreters include, for example, sign language interpreters, oral transliterators, and cued-language transliterators” (28 C.F.R. §§ 36.104; 36.303(b)(1)).

³² See, e.g., Cal. Sec’y of State, *Notary Public Handbook* 23 (2025), <https://notary.cdn.sos.ca.gov/forms/notary-handbook-current.pdf>.

³³ Most states require Notaries to either assess a signer’s willingness to sign or authorize them to refuse to perform the notarial act if they are not satisfied the signer is signing voluntarily. See, e.g., Ariz. Rev. Stat. Ann. § 41-256.A.2; Mass. Gen. Laws Ann. ch. 222, § 16(a)(iv); Mo. Rev. Sta. Ann. § 486.645.1(4); Vt. Code Ann. tit. 26, § 5372(b).

³⁴ Most states require Notaries to either assess a signer’s mental competence or authorize them to refuse to perform the notarial act if they are not satisfied the signer is competent. See, e.g., Fla. Stat. Ann. § 117.07(5); Ga. Code Ann. § 45-17-8(b)(3); Kan. Stat. Ann. § 53-5a08(a)(1); Neb. Admin. Code tit. 433, § 6-002.04).

³⁵ See Colo. Rev. Stat. Ann. § 24-21-519(g), (h); N.C. Admin. Code tit. 18, Rule 07B .0810.

- The interpreter’s impartiality³⁶ or effectiveness is unquestioned.

Cost and Standards. When Notaries are responsible for providing a qualified interpreter or other auxiliary aid or service, concerns about cost and professional standards may understandably arise. The expense of providing an accommodation may be significant, or there may be worries that it could compromise the integrity of the notarial act. To address these issues, the ADA includes exceptions for *undue burden* and *fundamental alteration*, offering flexibility when such circumstances apply.

Undue Burden. An undue burden means a significant difficulty or expense.³⁷ If providing the auxiliary aid or service is significantly difficult or costly, the Notary is not required to provide it. However, what constitutes an undue burden can vary depending on the circumstances.

For example, a mobile Notary who can only charge the state’s maximum fee³⁸ for a notarial act, plus a limited travel³⁹ or technology⁴⁰ fee, may find the cost of hiring an American Sign Language interpreter to be a substantial financial hardship. In contrast, a large financial institution employing Notaries would likely not be able to claim an undue burden for the same accommodation.

Even when an undue burden can be demonstrated, the Notary is not relieved of all responsibility. The law requires the Notary to provide an alternative auxiliary aid or service that ensures communication is equally effective for the individual with a disability as it would be for others. This might include exchanging written notes with a deaf individual when more costly options are not feasible. The Notary should consult with the individual to determine the type of aid or service needed. Ultimately, the final decision in selecting the appropriate measures rests with the Notary.⁴¹

Fundamental Alteration. The fundamental alteration⁴² exception allows a Notary to decline providing a particular auxiliary aid or service if doing so would fundamentally alter the notarial act. In such cases, the service offered to an individual with a disability would no longer be the same service provided to others. Notaries are not obligated to alter or waive the essential requirements of a notarial act to accommodate a disability.

To determine whether an auxiliary aid or service fundamentally alters the notarial act, Notaries can ask:

- Does it allow me to verify the individual’s identity in accordance with the law?

³⁶ See Colo. Rev. Stat. Ann. § 24-21-514.7(3); N.C. Admin. Code tit. 18, Rule 07B .0808(3).

³⁷ 42 U.S.C. § 12182(b)(A)(iii); 28 C.F.R. § 36.303(a).

³⁸ Most state laws set the maximum fees that a Notary may charge (see, e.g., Cal. Gov’t Code § 8211), but several states allow the Notary to set their own fees (see, e.g., Ark. Code Ann. § 21-6-309(a)).

³⁹ See, e.g., Md. Code Ann. (St. Gov’t) § 18-107(b)(1); Nev. Rev. Stat. Ann. § 240.100.3.

⁴⁰ See, e.g., D.C. Mun. R. tit. 17, § 2425.1; Mont. Code Ann. § 1-5-626(2)(a)).

⁴¹ 28 C.F.R. § 36.303(c)(1)(ii).

⁴² 28 C.F.R. § 36.303(a).

- Does it enable me to assess whether the individual is signing the document voluntarily?⁴³
- Does it enable me to assess whether the individual is mentally competent or has the capacity to sign the document?⁴⁴
- Does it enable the signer to follow the instructions I provide, such as responding verbally when taking an oath?

If a particular auxiliary aid or service would fundamentally alter the nature of the notarial act, the Notary should decline that aid or service, explain why, and offer any alternative that would ensure the legal standards of the notarial act are met. If one cannot be identified, the Notary may refuse to perform the notarial act. Continuing under compromised conditions serves neither the Notary nor the individual with a disability.

In summary, the ADA requires Notaries to ensure effective communication for individuals with disabilities, including their companions. To fulfill this obligation, Notaries (or the companies that contract them) must provide appropriate auxiliary aids and services, such as qualified interpreters, when requested, unless doing so would impose an undue burden or fundamentally alter the nature of the notarial act.

CONCLUSION

“Notary Public” is more than a title; it represents a solemn pledge to provide a public service with integrity and fairness. That pledge includes the legal responsibility to ensure that notarial services are equally accessible to individuals with disabilities.

While state Notary laws may contain limited protections and accommodations, they often fall short of the comprehensive standards set by the Americans with Disabilities Act, particularly the requirement to provide auxiliary aids and services that facilitate effective communication.

To truly honor their professional designation, Notaries must fully embrace the ADA by ensuring equal access to their services, providing necessary accommodations, and upholding the values of inclusion and public trust that define their role.

This paper provides general information and does not constitute legal advice.

Notaries and employers should consult legal counsel about their specific obligations.

⁴³ See *supra* note 33.

⁴⁴ See *supra* note 34.

ABOUT THE NATIONAL NOTARY ASSOCIATION

Established in 1957, the National Notary Association (NNA) is the leading professional authority on the American Notary office and is dedicated to educating, serving, and advocating for the nation's 4.4 million Notaries. The NNA published the *Model Notary Act* and the *Model Electronic Notarization Act* to help lawmakers enact effective legislation, and created *The Notary Public Code of Professional Responsibility*, a standard for best practices and professional conduct. To learn more, visit NationalNotary.org.

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