

RESOLUTION NO. 14-02-11-

WILLIAMSON COUNTY BOARD RESOLUTION ON AMERICANS WITH DISABILITIES ACT

WHEREAS, In accordance with the requirements of Title II of the Americans with Disabilities Act of 1990 ("ADA"), Williamson County will not discriminate against qualified individuals with disabilities on the basis of disability in its services, programs or activities; and

WHEREAS, Williamson County 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); and

WHEREAS, Williamson County will generally, upon request, provide appropriate aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in County 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; and

WHEREAS, Williamson County will make reasonable modifications to policies and programs to ensure that people with disabilities have an equal opportunity to enjoy all County programs, services and activities, including individuals with service animals being welcome in County offices, where pets are generally prohibited; and

WHEREAS, anyone who requires an auxiliary aid or service for effective communication, or a modification of policies or procedures to participate in a County program, service or activity, should contact HR, Williamson County ADA Coordinator at 618-998-2136; and

WHEREAS, the Americans with Disabilities Act does not require Williamson County to take any action that would fundamentally alter the nature of its programs or services, or impose an undue financial or administrative burden; and

WHEREAS, complaints that a Williamson County program, service or activity is not accessible to persons with disabilities should be directed to Human Resources, Williamson County ADA Coordinator at 618-998-2136; and

WHEREAS, Williamson County 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; and

WHEREAS, Williamson County will establish the following grievance procedures, to-wit:

1. The complaint should be in writing and contain information about the alleged discrimination such as name, address, phone number of complainant and location, date and description of the problem. Alternative means of filing complaints, such as personal interviews or a tape recording of the complaint, will be made available for persons with disabilities upon request.
2. The complaint should be submitted by the grievant and/or his/her designee as soon as possible but no later than 60 calendar days after the alleged violation to: Human Resources, Williamson County ADA Coordinator at 618-998-2136.

3. Within 15 calendar days after receipt of the complaint, Human Resources, Williamson County ADA Coordinator, or her designee, will meet with the complainant to discuss the complaint and the possible resolutions. Within 15 calendar days of the meeting, Human Resources, Williamson County ADA Coordinator, or her designee will respond in writing, and where appropriate, in format accessible to the complainant, such as large print, Braille, or audio tape. The response will explain the position of the County and offer options for substantive resolution of the complaint.
4. If the response by Human Resources, Williamson County ADA Coordinator or her designee, does not satisfactorily resolve the issue, the complainant and/or his/her designee may appeal the decision within 15 calendar days after receipt of the response to the County Chairman or his designee.
5. Within 15 calendar days after receipt of the appeal, the County Chairman or his designee will meet with the complainant to discuss the complaint and possible resolutions. Within 15 calendar days after the meeting the County Chairman or his designee will respond in writing, and, where appropriate, in a format accessible to the complainant, with a final resolution of the complaint.
6. All written complaints received by Human Resources, Williamson County ADA Coordinator or her designee, appeals to the County Chairman or his designee, and responses from these two offices will be retained by the County for at least three (3) years.

NOW, THEREFORE BE IT RESOLVED that the County Board of Williamson County, Illinois hereby adopts the foregoing policies and procedures regarding the Americans with Disabilities Act.

APPROVED AND ADOPTED by the County Board of Williamson County, State of Illinois, this 11th day of February, 2014.