

Records 2015-R11

RESOLUTION NO. 2022-R18
(as amended)

**A RESOLUTION ADOPTING THE NOTICE PROVISIONS OF THE AMERICANS
WITH DISABILITIES ACT IN BLACKFORD COUNTY**

WHEREAS, Blackford County receives Federal funds for many uses and projects; and

WHEREAS, the receipt of such funds requires compliance with Federal laws and policies; and

WHEREAS, it is the wish of the U.S. Equal Employment Opportunity Commission that Municipal entities such as Blackford County formally enact and adopt policies and procedures demonstrating compliance with the Americans With Disabilities Act (ADA); and

WHEREAS, Blackford County, by its County Commissioners wishes to formally adopt and implement the following policy and procedure for the benefit of all Blackford County Citizens; and

NOW, THEREFORE, BE IT RESOLVED, by Blackford County that the following declaration become a written policy of Blackford County and be posted in all Municipal Buildings upon passage.

**NOTICE UNDER THE AMERICANS
WITH DISABILITIES ACT (ADA)**

Blackford County adopts the 2010 Americans with Disabilities Act Standards for Accessible Design and the 2005 Guidelines for Accessible Public Rights. In accordance with the requirements of Title II of the Americans with Disabilities Act of 1990 ("ADA"), Blackford County, Indiana will not discriminate against qualified individuals with disabilities on the basis of disability in its services, programs, or activities.

Employment: Blackford County, Indiana 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 ADA.

Effective Communication: Blackford County, Indiana will generally, upon request, provide appropriate aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in Blackford County's 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.

Modifications to Policies and Procedures: Blackford County will make all reasonable modifications to policies and programs to ensure that people with disabilities have an equal opportunity to enjoy all of its programs, services, and activities. For example, individuals with service animals are welcomed in Blackford County offices, even where pets are generally prohibited.

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Anyone who requires an auxiliary aid or service for effective communication, or a modification of policies or procedures to participate in a program, service, or activity of Blackford County should contact the Blackford County Auditor at the Blackford County Courthouse, (765) 348-1620, as soon as possible but no later than 48 hours before the scheduled event.

The ADA does not require Blackford County to take any action that would fundamentally alter the nature of its programs or services, or impose an undue financial or administrative burden.

Complaints that a program, service, or activity of Blackford County is not accessible to persons with disabilities should be directed to the County Courthouse of Blackford County, (765) 348-1620. Blackford 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.

BLACKFORD COUNTY Grievance Procedure under The Americans with Disabilities Act

This Grievance Procedure is established to meet the requirements of the Americans with Disabilities Act of 1990 ("ADA"). It may be used by anyone who wishes to file a complaint alleging discrimination on the basis of disability in the provision of services, activities, programs, or benefits by Blackford County. Blackford County's Personnel Policy governs employment-related complaints of disability discrimination.

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.

The complaint should be submitted by the grievant and/or his designee as soon as possible but no later than 180 calendar days after the alleged violation to:

Blackford County ADA Coordinator
c/o Blackford County Auditors Office
110 W. Washington Street
Hartford City, IN 47348

Within 15 calendar days after receipt of the complaint, the ADA Coordinator or their designee will meet with the complainant to discuss the complaint and the possible resolutions. Within 15 calendar days of the meeting, the ADA Coordinator or their designee will respond in writing, and where appropriate, in a format accessible to the complainant, such as large print, Braille, or audio tape. The response will explain the position of Blackford County and offer options for substantive resolution of the complaint.

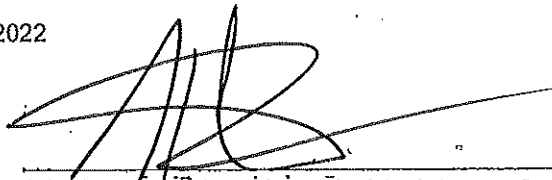
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If the response by the ADA Coordinator or their designee does not satisfactorily resolve the issue, the complainant and/or their designee may appeal the decision within 15 calendar days after receipt of the response to the County Commissioners.

Within 15 calendar days after receipt of the appeal, the County Commissioners will meet with the complainant to discuss the complaint and possible resolutions. Within 15 calendar days after the meeting, the County Commissioners will respond in writing, and, where appropriate, in a format accessible to the complainant, with a final resolution of the complaint.

All written complaints received by the ADA Coordinator or their designee, appeals to the County Commissioners, and responses from these two offices will be retained by the County Commissioners for at least three years.

RESOLVED this: 17 day of November, 2022



John Lancaster, President, Blackford County Commissioners



John Oxley, Vice President, Blackford County Commissioners



Laura Coons, Blackford County Commissioner

ATTEST:


Sharon Hartley, Blackford County Auditor