VERMILLION COUNTY

Ordinance # 2012-9

Whereas the Vermillion County Commissioners desire to bring the county into compliance with the Americans with Disabilities Act (hereinafter referred to as "ADA");

Whereas the Federal government is offering the "Best Practices on Transition Plan Development" as a guide;

Whereas this plan calls for the county to appoint an ADA Coordinator, to adopt an ADA grievance procedure, develop a traffic and pedestrian generator map and adopt standards;

Therefore the Vermillion County Commissioners

1. Appoint an ADA Coordinator
2. Establish an ADA Grievance Procedure
3. Officially adopt ADAAG standards for buildings and PROWAG standards for public right of ways.

Exhibit "A" which is attached hereto and incorporated by reference will govern Vermillion County's policies and procedures regarding compliance with the ADA

Adopted by the Board of Commissioners of the County of Vermillion, State of Indiana on the 16th day

Of October, 2012: effective upon passage.

Tim J Wilson
Commissioner

Harry L Crosby
Commissioner

Mike Craig
Commissioner

Attest:

Phyllis Inman
County Auditor

Exhibit A

NOTICE UNDER THE AMERICANS WITH DISABILITIES ACT

In accordance with the requirements of the title II of the Americans with Disabilities Act of 1990 ("ADA"), the Vermillion County Government will not discriminate against qualified individuals with disabilities on the basis of disability in its services, programs, or activities.

Employment: **The Vermillion County Government 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: **The Vermillion County Government will generally, upon request, provide appropriate aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in The Vermillion County Government 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: The Vermillion County Government 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 The Vermillion County Government offices, even where pets are generally prohibited.

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 The Vermillion County Government, should contact the office of Mark O'Heir, ADA Coordinator, 259 Vine Street, Clinton In. 47842, Phone 812-832-5500, e-mail mark.oheir@Vermillioncounty.in.gov, as soon as possible but no later than 1 week prior to the scheduled event.

The ADA does not require the Vermillion County Government 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 program, service, or activity of The Vermillion County Government is not accessible to persons with disabilities should be directed to Mark O'Heir, ADA Coordinator, 259 Vine Street, Clinton In. 47842, Phone 812-832-5500, e-mail mark.oheir@Vermillioncounty.in.gov

Exhibit A

The Vermillion County Government will not place a surcharge on a particular individual with disabilities 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.

The VermillionCounty Government
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 the Vermillion County Government. Vermillion 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/her designee as soon as possible but no later than 60 calendar days after the alleged violation to:

Mark O'Heir, ADA Coordinator, 259 Vine Street, Clinton In. 47842, Phone 812-832-5500, e-mail mark.oheir@Vermillioncounty.in.gov, Within 15 calendar days after receipt of the complaint, *Mark O'Heir* or *his* designee will meet with the complainant to discuss the complaint and the possible resolutions. Within 15 calendar days of that meeting, *Mark O'Heir* or *his* 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 the *Vermillion County Government* and offer options for substantive resolution of the complaint.

If the response by *Mark O'Heir* or *his* 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 Commissioners or *their* designee.

Within 15 calendar days after receipt of the appeal, the County Commissioners or their designee will meet with the complainant to discuss the complaint and

possible resolutions. Within 15 calendar days after the meeting, the County Commissioners or *their* designee 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 *Mark O'Heir* or *his* designee, appeals to the County Commissioners or *their* designee, and responses from these two different offices will be retained by the Vermillion County Commissioners for at least three years.