

RESOLUTION NO. 200121
A RESOLUTION OF THE TOWN OF ST. JOE
COUNTY OF DEKALB ~ STATE OF INDIANA
ADOPTION THE AMERICANS WITH DISIBILITES ACT (ADA)
ADA COORDINATOR AND PROCEDURES

WHEREAS, the Federal government enacted the Americans with Disabilities Act of 1990 (ADA) to prevent discrimination of the physically and mentally disables relating to employment and access to public facilities; and

WHEREAS, in compliance with the Title II of the ADA the Town of St. Joe, Indiana, shall name an ADA coordinator; and

WHEREAS, in compliance with Title II of the ADA the Town of St. Joe, Indiana, shall adopt a grievance procedure for resolving complaints alleging violation of Title II of the ADA; and

WHEREAS, in compliance with Title II of the ADA the Town of St. Joe, Indiana, shall publish notice to the public regarding the ADA;

WHEREAS, in compliance with Title II of the ADA the Town of St. Joe, Indiana, shall post the ADA coordinator's name, office address, and telephone number along with the ADA Notice and ADA grievance procedures on its website.

NOW, THEREFORE, BE IT RESOLVED by the Town of St. Joe, Indiana: Daniel Davidhizar and Angela Snyder are designed as the ADA Coordinators for the Town of St. Joe, Indiana.

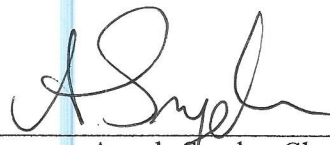
The Notice under the Americans with Disabilities Act, a copy of which is attached hereto and as revised from time to time, is adopted as the Town of St. Joe, Indiana, Notice under the Americans with Disabilities Act.

The Town of St. Joe, Indiana, Grievance Procedure under the Americans with Disabilities Act, a copy of which is attached hereto and as revised from time to time, is adopted as the grievance procedure for addressing complaints alleging discrimination on the basis of disability in the provision of services, activities, programs or benefits by the Town of St. Joe, Indiana.

In compliance with Federal and State Laws as set forth above, the Town Council resolves to post the required information regarding the ADA Coordinator, Notice under the Americans with Disabilities Act, and Town of St. Joe, Indiana, Grievance Procedure under the Americans with Disabilities Act on its website and at such other locations as may be determined from time to time.

This resolution shall be in full force and effect from and after its passage and publication as required by law. This Resolution repeals and voids Resolution No. 131216 "ADA Coordinator"
Adopted and passed this 21st day of January, 2020.

ATTEST:



Angela Snyder, Clerk Treasurer



Randy Drake, Member



Mary E. Simcox, Member



Daniel Davidhizar, Member

NOTICE UNDER THE AMERICANS WITH DISABILITIES ACT

In accordance with the requirements of Title II of the Americans with Disabilities Act of 1990 ("ADA"), the Town of St. Joe, Indiana, will not discriminate against qualified individuals with disabilities on the basis of disability in its services, programs, or activities.

Employment: **Town of St. Joe, 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: **Town of St. Joe, 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 **Town of St. Joe, Indiana**, 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: **Town of St. Joe, Indiana**, 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 **Town of St. Joe, Indiana**, 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 **Town of St. Joe, Indiana**, should contact the office of ADA Coordinator, Daniel Davidhizar and Angela Snyder, at (260) 337-5449, as soon as possible but not later than one week before the scheduled event.

The ADA does not require the **Town of St. Joe, Indiana**, 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 the **Town of St. Joe, Indiana**, is not accessible to persons with disabilities should be directed to ADA Coordinator, Daniel Davidhizar and Angela Snyder, at (260) 337-5449.

The Town of St. Joe, Indiana, 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.

**The Town of St. Joe, Indiana
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 **Town of St. Joe, Indiana**. The Town'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:

**Daniel Davidhizar and Angela Snyder
ADA Coordinator
PO Box 293, 204 Washington Street
St. Joe, IN 46785**

Within 15 calendar days after receipt of the complaint, **Daniel Davidhizar or Angela Snyder** will meet with the complainant to discuss the complaint and the possible resolutions. Within 15 calendar days of the meeting, **Daniel Davidhizar or Angela Snyder** 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 **Town of St. Joe, Indiana**, and offer options for substantive resolution of the complaint.

If the response by **Daniel Davidhizar or Angela Snyder** 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 **Town Board** or its designee.

Within 30 calendar days after receipt of the appeal, the **Town Board** or its designee will meet with the complainant to discuss the complaint and possible resolutions. Within 30 calendar days after the meeting, the **Town Board** or its 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 **Daniel Davidhizar or Angela Snyder**, appeals to the **Town Board** or its designee, and responses from these two offices will be retained by the **Town of St. Joe, Indiana**, for at least three years.