

RESOLUTION 2012-14

A RESOLUTION OF BOARD OF COMMISSIONERS OR MONTGOMERY COUNTY, INDIANA APPOINTING THE AMERICANS WITH DISABILITIES ACT (ADA) ADA COORDINATOR AND ADOPTING PROCEDURES

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

WHEREAS, in compliance with Title II of the ADA, Montgomery County, Indiana shall name an ADA Coordinator; and

WHEREAS, in compliance with Title II of the ADA, Montgomery County, 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, Montgomery County, Indiana shall publish notice to the public regarding the ADA;

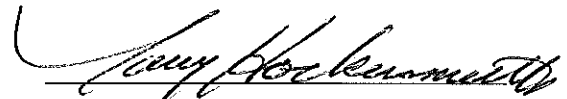
WHEREAS, in compliance with Title II of the ADA, Montgomery County, Indiana shall post the ADA coordinator's name, office address, and telephone number along with the ADA Notice and ADA grievance procedure on its website.

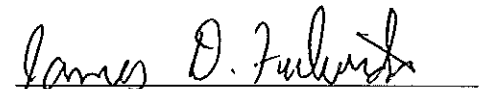
NOW, THEREFORE, BE IT RESOLVED by the Board of Commissioners of Montgomery County, Indiana:

1. Lori Dossett is designated as the ADA Coordinator for Montgomery County;
2. The Notice under the Americans with Disabilities Act, a copy of which is attached hereto, is adopted as the Notice under the Americans with Disabilities Act.
3. The Montgomery County Grievance Procedure under the Americans with Disabilities Act, a copy of which is attached hereto, 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 government agencies of Montgomery County;
4. In compliance with Federal and State laws as set forth above, Montgomery County resolves to post the required information regarding the ADA coordinator, Notice under the Americans with Disabilities Act, and Montgomery County Grievance Procedure under the Americans with Disabilities Act on its website and at such other locations as may be determined from time to time.

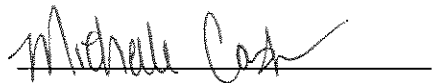
BOARD OF COMMISSIONERS:


Phil Bane, President


Terry Hockersmith, Vice President


James D. Fulwider, Member

Attest:


Michelle Cash, Auditor

NOTICE UNDER THE AMERICANS WITH DISABILITIES ACT

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

Employment: Montgomery 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 ADA.

Effective Communication: Montgomery 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 Montgomery County's programs, services, 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: Montgomery County will make all responsible 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 Montgomery County 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 Montgomery County should contact the office of:

Lori Dossett
ADA Coordinator
Montgomery County Commissioners Office
110 W South Boulevard
Crawfordsville, IN 47933
(765) 361-2623
Lori.dossett@montgomeryco.net

as soon as possible but no later than 48 hours before the scheduled event.

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

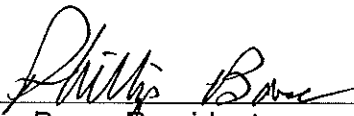
Complaints that a program, service or activity of Montgomery County is not accessible to persons with disabilities should be directed to:

Lori Dossett
ADA Coordinator
Montgomery County Commissioners Office
110 W South Boulevard
Crawfordsville, IN 47933
(765) 361-2623
Lori.dossett@montgomeryco.net

Montgomery 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.

Approved this 24 day of September, 2012.

MONTGOMERY COUNTY BOARD OF COMMISSIONERS



Phillip Bane, President

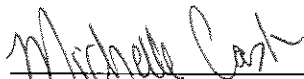


Terry Hockersmith, Vice President



Jim Fulwider, Member

Attest:



Auditor, Michelle Cash

Montgomery 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 *Montgomery County*. The *Montgomery 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 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:

Lori Dossett
ADA Coordinator
Montgomery County Commissioners Office
110 W South Boulevard
Crawfordsville, IN 47933
(765) 361-2623
Lori.dossett@montgomeryco.net

Within 15 calendar days after receipt of the complaint, Lori Dossett or her designee will meet with the complainant to discuss the complaint and the possible resolutions. Within 15 calendar days of the meeting, Lori Dossett or her 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 *Montgomery County* and offer options for substantive resolution of the complaint.

If the response by Lori Dossett 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 Montgomery County Commissioners or their designee.

Within 15 calendar days after receipt of the appeal, the Montgomery 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 Montgomery 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 Lori Dossett or her designee, appeals to the Montgomery County Commissioners or their designee and responses from these two offices will be retained by *Montgomery County* for at least three years.

ADA Transition Plan - Public Input

Montgomery County is in the process of creating a Transition Plan which will be used as a guide for making improvements that will facilitate accessibility by removing physical impediments from the public right-of-way and improve current levels of services in our policies, programs and procedures to the extent to which they create barriers to accessibility for persons with disabilities.

The Americans with Disabilities Act mandates that Montgomery County identify hindrances encountered by persons with disabilities. Upon completion of the Transition Plan, Montgomery County will outline a strategy for prioritizing such improvements. Several factors such as the extent of the deficiency, identified need, proximity to certain facilities, available budget, and a realistic schedule will be considered when prioritizing improvements.

Montgomery County would like your input in identifying deficiencies and/or problems areas of the County owned buildings as well as the County's controlled right-of-ways. All suggestions, comments or specific deficiencies should be brought to the Montgomery County ADA Coordinators attention by *October 31, 2012* so that they may be evaluated and included in the first draft of the Transition Plan. This can be done by contacting Lori Dossett, ADA Coordinator, preferably via email at lori.dossett@montgomeryco.net or by phone at 765-361-2623. You may also send comments or suggestions by mail to: Lori Dossett, ADA Coordinator, 110 W South Boulevard, Crawfordsville, IN 47933.

Montgomery County appreciates your efforts and thanks you in advance for your contributions to the Montgomery County Transition Plan.