

NOTICE UNDER THE AMERICANS WITH DISABILITIES ACT

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

Employment: Chippewa 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: Chippewa 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 Chippewa 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.

Modifications to Policies and Procedures: Chippewa 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 Chippewa County offices, even where pets are generally prohibited.

Customers who require an auxiliary aid or service for effective communication, or a modification of policies or procedures to participate in a program, service, or activity of Chippewa County, should contact the office of **the Corporation Counsel Administrative Assistant at 715-726-4595** as soon as possible but no later than 48 hours before the scheduled event.

The ADA does not require Chippewa 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 Chippewa County is not accessible to persons with disabilities should be directed to:

For Customers: Corporation Counsel at 715-726-4595

For Employees: Human Resources at 715-726-7746

Chippewa 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.

Chippewa 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 Chippewa County. Chippewa County 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 designee as soon as possible but no later than 60 calendar days after the alleged violation to:

Customers:

Corporation Counsel Administrative Assistant
Chippewa County
711 North Bridge Street, Room 102
Chippewa Falls, WI 54729

Employees:

Human Resources Benefits and Programs Coordinator
Chippewa County
711 North Bridge Street, Room 100
Chippewa Falls, WI 54729

Within 15 calendar days after receipt of the complaint, the Corporation Counsel Administrative Assistant or Human Resources Benefits and Programs Coordinator or designee will meet with the complainant to discuss the complaint and the possible resolutions. Within 15 calendar days of the meeting, Chippewa County will respond in writing, and where appropriate, in a format accessible to the complainant. The response will explain the position of Chippewa County and offer options for substantive resolution of the complaint.

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

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