

NOTICE UNDER THE AMERICANS WITH DISABILITIES ACT

In accordance with the requirements of Title II of the Americans with Disabilities Act of 1990, the Village of Midlothian will not discriminate against qualified individuals with disabilities on the basis of disability in the Village's services, programs, or activities.

Employment: The Village 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 Americans with Disabilities Act (ADA).

Effective Communication: The Village 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 Village'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: The Village will make all reasonable modifications to policies and programs to ensure that people with disabilities have an equal opportunity to enjoy all Village programs, services, and activities. For example, individuals with service animals are welcomed in Village offices, 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 Village program, service, or activity, should contact the office of Jacquelyn Harris, ADA Coordinator, 14801 Pulaski Road, Midlothian, IL 60445, as soon as possible but no later than 48 hours before the scheduled event. He may also be reached by phone: at 708-389-0200 option 6, or by email: jharris@villageofmidlothian.org.

The ADA does not require the Village 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 Village program, service, or activity is not accessible to persons with disabilities should be directed to Jacquelyn Harris, ADA Coordinator, 14801 Pulaski Road, Midlothian, IL 60445.

The Village 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 modification of policy, such as retrieving items from locations that are open to the public but are not accessible to persons who use wheelchairs.

THE VILLAGE OF MIDLOTHIAN, ILLINOIS

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. 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 Village. The Village 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:

Jacquelyn Harris
14801 Pulaski Road
Midlothian, IL 60445
jharris@villageofmidlothian.org

Within 15 calendar days after receipt of the complaint, Jacquelyn Harris or her designee will meet with the complainant to discuss the complaint and the possible resolutions. Within 15 calendar days of the meeting, Jacquelyn Harris or her designee will respond in writing, and where appropriate, in a format accessible to the complainant, such as large print, Braille, or audiotape. The response will explain the position of the Village and offer options for substantive resolution of the complaint.

If the response by Jacquelyn Harris 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 Village President or his/her designee.

Within 15 calendar days after receipt of the appeal, The Village President or his/her designee will meet with the complainant to discuss the complaint and possible resolutions. Within 15 calendar days after the meeting, The Village President or his/her 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 Jacquelyn Harris or her designee, appeals to the Village President or his/her designee, and responses from these two offices, will be retained by the Village, for at least three years.