



POLICY AND PROCEDURE

SUBJECT: Fulton County Program Access Policy for Persons with Disabilities

DATE: March 6, 2013

NUMBER: 600-72

I. PURPOSE OF POLICY:

The purpose of this policy is to reaffirm Fulton County's commitment to ensuring that its physical facilities, programs, services and activities are accessible to all members of the public, including qualified individuals with disabilities, in compliance with Title II of the Americans with Disabilities Act as amended and Section 504 of the Rehabilitation Act of 1973. The County commits to making reasonable modifications to its policies, practices and procedures to ensure non-discrimination. This policy also establishes a procedure, in accordance with the requirements of the Americans with Disabilities Act, for individuals wishing to file a complaint alleging discrimination on the basis of disability in the provision of services, activities, programs or benefits by Fulton County Government. (**See: Program Access Policy Standard Operating Procedures**).

II. APPLICABILITY

This policy shall apply to all Fulton County Departments, Divisions, Offices, Entities, Grantees and other organizations that provide services to the public on behalf of the County.

III. GRIEVANCE/COMPLAINT PROCEDURE

Any individual wishing to file a complaint alleging discrimination on the basis of disability in the provision of services, activities, programs, or benefits by a Fulton County Department, Division, Office Entity or Grantee, including supervisors, managers, employees, clients and/or agents, **must** file a written complaint with the Office of Equal Employment Opportunity and Disability Affairs (OEEODA) within 180 calendar days of the alleged violation. The OEEODA is located in Suite 5042, 141 Pryor Street SW, Atlanta, Georgia 30303. This procedure in no way excludes individuals from filing complaints with the United States Department of Justice.

IV. PROHIBITION AGAINST RETALIATION:

Fulton County Government strictly prohibits retaliation against: 1) any citizen who opposes any act or practice they perceive to violate this policy; and 2) any citizen who has filed a complaint, cooperated, assisted or participated (in any manner) in any investigation, proceeding or hearing related to a complaint filed pursuant to this policy. Any citizen who believes s/he has been subjected to retaliation should contact the OEEODA immediately.

V. DISCIPLINARY ACTION:

Fulton County employees found to have engaged in retaliation shall be subject to disciplinary action by the County Manager or Appointing Authority, in accordance with Article 13, PR 1800-2 of the Fulton County Personnel Regulations. Appeals of disciplinary actions by permanent classified employees shall be made to the Personnel Board or to the Grievance Review Committee. Officials appointed by the Board of Commissioners of Fulton County may seek redress for any disciplinary action before the Board.

Departmental Sponsor: Office of the County Manager

Policy Review Date: March 2016

References: Minutes of the Board of Commissioners, March 6, 2013

Departments Affected: All Departments and Offices of Appointed or Elected Officials