



NOTICE UNDER THE AMERICANS WITH DISABILITIES ACT

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

All government agencies within Town of Cumberland, Indiana will 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.

All departments of Town of Cumberland, 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 Cumberland** 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.

The agencies within Town of Cumberland, Indiana will make all reasonable modifications to policies and programs to ensure that people with disabilities have an equal opportunity to enjoy all its programs, services, and activities. For example, individuals with service animals are welcomed in **Town of Cumberland** offices, even where pets are generally prohibits.

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 **Town of Cumberland**, should contact the office of the **Town Council** as soon as possible but no later than 48 hours before the scheduled event.

The ADA does not require the **Town of Cumberland** 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 **Town of Cumberland** is not accessible to person with disabilities should be directed to the Town Council.

Town of Cumberland 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 a s retrieving items from locations that are open to the public but are not accessible to persona who use wheelchairs.

Town of Cumberland, 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 Cumberland Town Council**. Town of Cumberland Planning and Development Department 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 complaint 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:

Director of Planning and Development
Town of Cumberland
11501 E. Washington St.
Cumberland, IN 46229

Within 15 calendar days after receipt of the complaint, the Planning and Development Director or assigned designee will meet with the complainant to discuss the complaint and the possible resolutions. Within 15 calendar days of the meeting, *Planning and Development Director* or assigned 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 the Town of Cumberland, Indiana and offer options for substantive resolution of the complaint.

If the response by the Planning and Development Director or assigned 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 Town of Cumberland or assigned designee.