



2.15 Americans With Disabilities Act

Effective Date: June 15, 1992

Policy

Lake County does not discriminate on the basis of disability in the admission or access to, or treatment or employment in, its programs or activities. The Director of Human Resources or his/her designee will coordinate Lake County's efforts to comply with and carry out its responsibilities under United States Department of Justice regulations implementing Subpart A of Title II of the Americans with Disabilities Act. Information concerning the provisions of the American with Disabilities Act, and the rights provided thereunder, are available from Human Resources.

In order to provide for the prompt and equitable resolution of complaints alleging any action prohibited by the United States Department of Justice regulations implementing Subpart A of Title II of the Americans with Disabilities Act, Lake County has adopted the following grievance procedures.

Purpose

Title II of the Americans with Disabilities Act states, in part, that "no qualified individual with a disability shall, by reason of such disability, be excluded from participation in, be denied the benefits of, or be subjected to discrimination" in programs, services, or activities offered by Lake County. The purpose of this policy is to provide for a fair investigation and the prompt and equitable resolution of complaints alleging violations of the Americans with Disabilities Act on the part of any agency or employee of Lake County.

Procedure

Complaints should be addressed to:

Rodney Marion

Director of Human Resources/Coordinator ADA Compliance

18 N. County St., 7th Fl.

Waukegan, IL 60085

847-377-2700

- (1) A complaint should be filed in writing or verbally, contain the name and address of the person filing it, and briefly describe the allegations of non-compliance by Lake County with or any actions by Lake County that would be prohibited by, the United States Department of Justice regulations implementing Subtitle A of Title II of the Americans with Disabilities Act.
- (2) A complaint should be filed within 10 calendar days after the complainant becomes aware of the alleged violation. (Processing of allegations of discrimination which occurred before this grievance procedure was in place will be considered on a case-by-case basis.)



- (3) An investigation, as may be appropriate, shall follow a filing of complaint. The investigation shall be conducted by the Director of Human Resources or his/her designee. Such investigations will be informal and thorough, affording all interested persons and their representatives, if any, an opportunity to submit evidence relevant to a complaint.
- (4) A written determination as to the validity of the complaint and a description of the resolution, if any, shall be issued by the Director of Human Resources or his/her designee and a copy forwarded to the complainant no later than 15 calendar days after its filing.
- (5) Human Resources shall maintain the files and records of Lake County relating to the complaints filed.
- (6) The complaint can request a reconsideration of the case in instances where he or she is dissatisfied within the resolution. The request for reconsideration should be made with 5 calendar days to the County Administrator.
- (7) The right of a person to a prompt and equitable resolution of the complaint filed hereunder shall not be impaired by the person's pursuit of other remedies such as the filing of an ADA complaint with the responsible federal department or agency. Use of this grievance procedure is not a prerequisite to the pursuit of other remedies.
- (8) These rules shall be construed to protect the substantive rights of interested parties to meet appropriate due process standards and to assure that Lake County complies with the ADA and implementing regulations.