

# **ADA COMPLIANCE PUBLIC NOTICE**

## **POLICY STATEMENT**

It is the policy of Lake County, Indiana to not exclude qualified individuals with disabilities from participation in or benefiting from the services, programs or activities of the County. Further, it is the policy of Lake County, Indiana not to discriminate against a qualified individual with a disability in its job application procedures; the hiring, advancement or discharge of employees; employee compensation; job training and other terms, conditions and privileges of employment. It is the intention of Lake County, Indiana to comply with all applicable requirements of the Americans with Disabilities Act (ADA).

Members of the public, including individuals with disabilities and groups representing individuals with disabilities, are encouraged to submit suggestions to county officials on how the county might better meet the needs of individuals with disabilities pursuant to its stated policy. Assistance in identifying barriers to accessibility is also encouraged.

This may be done by contacting the Lake County Board of Commissioners at (219) 755-3200 or the Lake County ADA Coordinator directly at (219) 755-3206. Notice of a barrier may also be communicated in person or by mail at the Office of the Lake County Board of Commissioners, 2293 N. Main St., Crown Point, Indiana 46307. In addition, the general public is invited to attend any Lake County Board of Commissioners meeting to request that a need be addressed or to seek relief from a barrier of access. To obtain a schedule of meeting dates, please contact the office at (219) 755-3206.

## **RIGHTS AND PROTECTIONS THE ADA AFFORDS DISABLED PERSONS**

Any individual who believes he or she has received treatment inconsistent with the policies set forth above or any other requirement of the American with Disabilities Act (ADA) may take any of the following steps:

1. Call the Lake County ADA Coordinator, Delvert Cole at (219) 755-3206, or stop by his office at 2293 N. Main St., Crown Point, Indiana, to find out more about the program, service, activity or employment practice that is the basis for concern. The ADA Coordinator can also provide information on how the county is attempting to comply with the ADA.
2. File a grievance with the ADA Coordinator. The ADA Coordinator will provide information on the county's procedure for handling grievances based on ADA rights.
3. Appeals of decisions of the ADA Coordinator are permitted under the grievance procedures. If the ADA Coordinator does not adequately respond to the grievance, to the individual's satisfaction, the grievance will be forwarded to the Lake County Board of Commissioners for review and appropriate action.

4. Individuals have the right to initiate private lawsuits against the county as a means of compelling compliance with the requirements of the ADA.
5. An individual may file a complaint with the U.S. Attorney General alleging discrimination in violation of the ADA, or after July 26, 1992, an individual may file a complaint alleging a violation of the ADA employment provisions with the Equal Employment Opportunity Commission (EEOC).