

RESOLUTION NO. 2025-0707 b

A RESOLUTION RE-ADOPTING THE NOTICE PROVISIONS OF THE AMERICANS WITH DISABILITIES ACT IN WARREN COUNTY, INDIANA

WHEREAS, Warren County receives Federal funds for many uses and projects; and

WHEREAS, the receipt of such funds requires compliance with Federal laws and policies; and

WHEREAS, Warren County previously enacted and adopted policies and procedures demonstrating compliance with the Americans with Disabilities Act (ADA); and

WHEREAS, Warren County by its Board of Commissioners wishes to formally re-adopt following policy and procedure for the benefit of all Warren County Citizens; and

NOW, THEREFORE, BE IT RESOLVED, by the Board of Commissioners of Warren County that the following declaration becomes re-adopted and reaffirmed:

NOTICE UNDER THE AMERICANS WITH DISABILITIES ACT (ADA)

Warren County adopts the 2010 Americans with Disabilities Act Standards for Accessible Design and the 2005 Guidelines for Accessible Public Rights. In accordance with the requirements of Title II of the Americans with Disabilities Act of 1990 ("ADA"), Warren County, Indiana will not discriminate against qualified individuals with disabilities on the basis of disability in its services, programs, or activities.

Employment: Warren County, Indiana 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 ADA.

Effective Communication: Warren County, 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 Warren County'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: Warren County will make all reasonable modifications to policies and programs to ensure that people with disabilities have an equal opportunity to enjoy all of its programs, services, and activities. For example, individuals with service animals are welcomed in Warren County offices, even 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 program, service, or activity of Warren County should contact the ADA and Title VI Coordinator, as soon as possible but no later than 48 hours before the scheduled event.

The ADA does not require Warren County 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 Warren County is not accessible to persons with disabilities should be directed to the ADA and Title VI Coordinator. Warren County 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 as retrieving items from locations that are open to the public but are not accessible to persons who use wheelchairs.

**Warren County
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 Warren County. Warren County's 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:

ADA/Title VI Coordinator
14 Railroad St
Williamsport, IN 47993

Warren County Commissioners
125 N Monroe St, Ste 7
Williamsport, IN 47993

Within 15 calendar days after receipt of the complaint, the Title VI Coordinator or his/her designee will meet with the complainant to discuss the complaint and the possible resolutions.

Within 15 calendar days of the meeting, the Title VI Coordinator or his 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 Warren County and offer options for substantive resolution of the complaint.

If the response by the Title VI Coordinator or his designee does not satisfactorily resolve

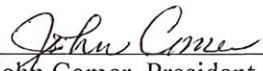
the issue, the complainant and/or his/her designee may appeal the decision within 15 calendar days after receipt of the response to the Board of Commissioners of Warren County.

Within 15 calendar days after receipt of the appeal, the Board of Commissioners of Warren County or its designee will meet with the complainant to discuss the complaint and possible resolutions. Within 15 calendar days after the meeting, the Board of Commissioners of Warren County or its 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 the Title VI Coordinator or his/her designee, appeals to the Board of Commissioners of Warren County, or its designee, and responses from these two offices will be retained by Warren County for at least three years.

So RESOLVED this 7th day of July, 2025.

BOARD OF COMMISSIONERS OF
WARREN COUNTY



John Comer, President



Clay Andrews



Craig Greenwood

ATTEST:



Robin Weston-Hubner, Warren County Auditor