



STAFF REPORT
Board Meeting of June 23, 2021

AGENDA ITEM: 7-D

PREPARED BY: Sandy Ebersole, Administrative Analyst

SUBJECT:

ADA Public Notice and Grievance Procedure – Resolution 21-10

Enclosure: Yes

Action: Adopt Resolution 21-10 accepting the Grievance Procedure and Form, and the Public Notice as required by the Americans with Disabilities Act (ADA) and Section 504 of the Rehabilitation Act of 1973

SUMMARY:

The primary intent of the ADA/Section 504 is to eliminate discrimination against individuals with disabilities and to integrate such individuals into the mainstream of society with respect to employment, public accommodations, communications, and transportation.

Under ADA Title II/Section 504, public agencies are prohibited from excluding or denying individuals with disabilities services, programs, or activities and are asked to look at reasonable accommodations to meet these standards. Public agencies are required to maintain policies and procedures to prohibit discrimination against qualified individuals involving all their services, policies, programs, and practices. The regulations implementing the ADA require public entities to adopt and publish a grievance procedure setting forth a process for prompt and equitable resolution of complaints alleging any action that would be prohibited by the ADA or its regulations. Such procedures are also consistent with Section 504 and its implementing regulations.

To comply with the ADA/Section 504 requirements and current standards, MCTC will implement the following:

A. Grievance Procedure and Form:

The Grievance Procedure summarizes and notifies the public of how and where to file a complaint of an alleged violation by MCTC of the ADA/Section 504 and informs the members of the public how and when MCTC will respond to that complaint. The Grievance Form provides a standardized form for members of the public to submit complaints to MCTC.

B. Public Notice:

The Public Notice summarizes MCTC's responsibilities under the ADA/Section 504 to avoid discrimination against individuals with disabilities with respect to access to MCTC's services, programs, or activities, as well as with respect to employment in MCTC. The Notice alerts the public how to request a disability accommodation and informs the public how to lodge a complaint of an alleged violation of the ADA/Section 504 by MCTC.

This procedure and form are consistent with the Rehabilitation Act of 1973, Section 504 requirements, and Americans with Disabilities Act.

FISCAL IMPACT:

No fiscal impact to the approved 2020-21 Overall Work Program and Budget.