



NOTICE UNDER THE AMERICANS WITH DISABILITIES ACT

In accordance with the requirements of title II of the ADA (Americans with Disabilities Act), Hall County Government will not discriminate against qualified individuals with disabilities on the basis of disability in its services, programs, or activities.

Employment: The Hall County Government 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: The Hall County Government will, upon request, provide appropriate aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in The Hall County Government's programs, services, and activities, and other ways of making information and communications accessible to people who have speech, hearing, or vision impairments.

Modifications to Policies and Procedures: The Hall County Government 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 the Hall County Government facilities.

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 The Hall County Government should contact Hall County's ADA Coordinator, Maria Tuck, Human Resources Department at 770-531-6712 as soon as possible but no later than 48 hours before the scheduled event.

The ADA does not require the Hall County Government 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 the Hall County Government is not accessible to persons with disabilities should be directed to Hall County's Compliance Specialist, Human Resources Department.

The Hall County Government 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.



Grievance Procedure Under Americas with Disabilities Act (ADA)

This grievance procedure is established to meet the requirements of the 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 Hall County Government.

The complaint should be in writing and contain information about the alleged discrimination such as name, address, phone number, email address 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 as soon as possible, preferably within 60 calendar days of the alleged violation to:

Maria Tuck,
ADA Coordinator
Compliance Specialist, Human Resources
2875 Browns Bridge Rd.
Gainesville, GA 30503
770-531-6712

Individuals requiring TTY Services may contact us by phone through the Federal Relay Service at 711 for TTY or voice communication.

Within 15 calendar days after receipt of the complaint, the Compliance Specialist will meet with the complainant to discuss the complaint and the possible resolutions. Within 15 calendar days of the meeting, the Compliance Specialist will respond in writing, and where appropriate, in a format that is accessible to the complainant, such as large print, or audio format. The response will explain the position of the Compliance Specialist and offer options for substantive resolution of the complaint.

If the response by Compliance Specialist does not satisfactorily resolve the issue, the complainant may appeal the decision within 15 calendar days after receipt of the response to the Director of Human Resources.

Within 15 calendar days after receipt of the appeal, the Director of Human Resources will meet with the complainant to discuss the complaint and possible resolutions. Within 15 calendar days after the meeting, the Director of Human Resources will respond in writing, and, where appropriate, in a format that is accessible to the complainant, with a final resolution of the complaint.