

## **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 the Town of Pittsboro. The Town of Pittsboro's Employee Handbook 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 complaint, such as personal interviews or a tape recording of the complaint will be made available for person 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:

**Steve Maple**  
**ADA/ Title VI Coordinator**  
**80 N. Meridian St P.O. Box 185**  
**Pittsboro, IN 46167**

Within 15 calendar days after receipt of the complaint, Steve Maple or **his** designee will meet with the complainant to discuss the complaint and the possible resolutions. Within 15 calendar days of the meeting, Steve Maple 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 the Town of Pittsboro and offer options for substantive resolution of the complaint.

If the response by Steve Maple or **his** designee does not satisfactorily resolve the issue, the complainant and/or **his** designee may appeal the decision within 15 calendar days after receipt of the response to the Town Manager or **his** designee.

Within 15 calendar days after receipt of the appeal, the Town Manager or **his** designee will meet with the complainant to discuss the complaint and possible resolutions. Within 15 calendar days after the meeting, the Town Manager or **his** designee will respond in writing, and, where appropriate, in a format accessible to the complainant, with a final resolution of the complaint. All written complaint received by Steve Maple or **his** designee. Appeals to the Town Manager or **his** designee, and responses from these two offices will be retained by the Town of Pittsboro for at least three years