



VILLAGE OF DEERFIELD

VILLAGE OF DEERFIELD, ILLINOIS TITLE II 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 Village of Deerfield. The Village'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:

Ryan Oates, ADA/504 Coordinator
Public Works Analyst
Public Works & Engineering
465 Elm Street
Deerfield, IL 60015
Office: 847-719-7466
Illinois Relay: 7-1-1
roates@deerfield.il.us

Within 15 calendar days after receipt of the complaint, Ryan Oates or his designee will meet with the complainant to discuss the complaint and the possible resolutions. Within 15 calendar days of the meeting, Ryan Oates 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 Village of Deerfield and offer options for substantive resolution of the complaint.

If the response by Ryan Oates 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 Village Manager or his/her designee.

Within 15 calendar days after receipt of the appeal, the Village Manager or his/her designee will meet with the complainant to discuss the complaint and possible resolutions. Within 15 calendar days after the meeting, the Village Manager or his/her 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 Ryan Oates or his designee, appeals to the Village Manager or his/her designee, and responses from these two (2) offices will be retained by the Village of Deerfield for at least three (3) years.