

Douglas County, Kansas

**Americans with Disability Act Policy,
Self Evaluation and Transition Plan**

Action Steps

Step 1: Designate a responsible employee.

Assistant County Administrator Sarah Plinsky

785-832-5329

splinsky@douglascountyks.org

Step 2: Provide notice of ADA requirements.

Step 3: Establish a grievance procedure.

https://lawrenceks.org/ada_compliance/

Notice Under the Americans with Disabilities Act

In accordance with the requirements of title II of the Americans with Disabilities Act of 1990, the County will not discriminate against qualified individuals with disabilities on the basis of disability in County services, programs, or activities.

Employment: The County 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 Americans with Disabilities Act .

Effective Communication: The County will generally, upon request, provide appropriate aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in the 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: The County will make all reasonable modifications to policies and programs to ensure that people with disabilities have an equal opportunity to enjoy all County programs, services, and activities. For example, individuals with service animals are welcomed in County offices, even where pets are generally prohibited.

Anyone who has a question or concern about services, programs, or activities is encouraged to contact staff most familiar with the program area – see list below for your convenience. Program staff should be able to provide assistance with auxiliary aid or service for effective communication, or a modification of policies or procedures to participate in a County program, service, or activity. The County requests notice as soon as possible, but not later than 48 hours before a scheduled event.

As a resource for accommodations or other questions, the County of Lawrence ADA Coordinator is Sarah Plinsky, Assistant County Administrator, (785) 832-5329 or splinsky@douglascountyks.org.

The ADA does not require the 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 County program, service, or activity is not accessible to persons with disabilities should be directed to **Sarah Plinsky, ADA Coordinator, (785) 832-5329**.

The 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.

	Department	Contact	Phone	Email
Building construction compliance for the unincorporated area	Zoning & Codes	Sean Reid		sreid@douglascountyks.org
Buildings (county-owned, general)	Maintenance (facilities list)	David Sparkes	785-832-5330	dsparkes@douglascountyks.org
Parks and outdoor recreation areas	Public Works-Parks Division	Keith Browning	785-832-5293	kbrowning@douglascountyks.org
Sidewalks, curb-ramps, rights-of-way in the unincorporated area	Public Works	Keith Browning	785-832-5293	kbrowning@douglascountyks.org
Site plan compliance/parking lots (Title 3 issues)	Development Services (City of Lawrence)			
	Zoning & Codes	Sean Reid	785-331-1343	sreid@douglascountyks.org
Polling Places	County Clerk	Jamie Shew	785-832-5181	clerk@douglascountyks.org

Separate program/services from facilities.

Employment (with County)	Personnel	Sarah Plinsky	785-832-5329	splinsky@douglascountyks.org
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Grievance/complaint/service accessibility questions	Administrative Services	Sarah Plinsky	785-832-5329	splinsky@douglascountyks.org
Website	Jim Lawson- Director of Information Technology/Randy Ellis- Webmaster	Randy Ellis	785-832-5184	webmaster@douglascountyks.org

Step 4: Conduct a self-evaluation.

Step 5: Develop a transition plan.

Transition Plan: Appendix (see ADA Appendix Transition Plan.xls)