

## Chapter 50

### PERSONS WITH DISABILITIES\*

---

\* **Cross References:** Tax exemption for vehicles of persons with disabilities, § 74-46; reserved parking for handicapped persons, § 76-201.

---

**Sec. 50-1. Reasonable accommodations for employment by city required.**

**Sec. 50-2. Access to public meetings.**

**Sec. 50-3. Grievance procedure for persons subjected to discrimination in connection with city program or activity.**

#### **Sec. 50-1. Reasonable accommodations for employment by city required.**

The chief of the personnel division shall make reasonable accommodations for employees with disabilities where such accommodations will permit the employee to perform the essential functions of the job effectively.

(Code 1971, § 8 1/2-1)

#### **Sec. 50-2. Access to public meetings.**

(a) Every meeting of any department, agency, commission, committee, board, council or any subdivision thereof of the city shall be held in a location accessible to persons with disabilities.

(b) Every notice published of the meetings of any department, agency, commission, committee, board, council, or any subdivision thereof shall include a notification that a request for the services of a sign language interpreter may be made to the clerk of the city at least 48 hours in advance of such scheduled meetings. In the event that the meeting is an emergency meeting, notice of which is given in less than 48 hours, the notice shall include a notification that a request for the services of an interpreter may be made to the clerk of the city; provided that this section shall not preclude the holding of any meeting at its scheduled time and place in the event an interpreter is not available.

(Code 1971, § 8 1/2-2)

#### **Sec. 50-3. Grievance procedure for persons subjected to discrimination in connection with city program or activity.**

(a) No otherwise qualified individual shall, solely by reason of his/her disability, be excluded from the participation in, be denied the benefits of, or be subjected to discrimination under any program or activity conducted by the city.

(b) If a person with a disability feels that a violation of this section has occurred, that person may pursue the grievance procedure outlined below:

- (1) A complaint should be filed in writing or verbally to the coordinator for those with disabilities who has been designated to coordinate section 504 (Compliance Efforts), and should contain the name and address of the person filing it, and briefly describe the alleged violation.

- (2) A complaint should be filed within 30 days after the complainant becomes aware of the alleged violation.
- (3) An investigation, as may be appropriate, shall follow a filing of a complaint. The investigation will be conducted by the coordinator for those with disabilities who has been designated to coordinate section 504 (Compliance Efforts) and contemplate informal but thorough investigations, affording all interested persons and their representatives, if any, an opportunity to submit evidence relevant to a complaint.
- (4) A written determination as to the validity of the complaint and description of resolution, if any, shall be issued by the coordinator for those with disabilities who has been designated to coordinate section 504 (Compliance Efforts) and a copy forwarded to the complainant no later than ten days after its filing.
- (5) The coordinator for those with disabilities who has been designated to coordinate section 504 (Compliance Efforts) shall maintain the files and records of the city relating to the complaints filed.
- (6) The complainant can request a reconsideration of the case in instances where he or she is dissatisfied with the resolution. The request for reconsideration should be made within 15 days to the personnel hearing board, which shall decide the reconsideration and conduct such investigation and/or hearings as it deems appropriate. The personnel hearing board shall decide all such requests for reconsideration within 60 days.

(Code 1971, § 8 1/2-3)