



Boone County ADA Coordinator
Stacy Tharp, Human Resource Director
Diane Patrick, Auditor

Boone County, Iowa

ADA Nondiscrimination Statement & Grievance Procedure

The landmark Americans with Disabilities Act ("ADA" or "the Act"), enacted on July 26, 1990, provides comprehensive civil rights protections to individuals with disabilities in the areas of employment, public accommodations, State and local government services, and telecommunications. This regulation implements subtitle A of title II of the ADA, which applies to State and local governments. Boone County is committed to ensuring compliance with this act and its provisions.

Subtitle A protects qualified individuals with disabilities from discrimination on the basis of disability in the services, programs, or activities of all State and local governments. Consistent with the final rule, Boone County has designated a responsible employee and has adopted a grievance procedure for those individuals wishing to file a grievance.

Section 35.170 provides that any individual who believes that he or she or a specific class of individuals has been subjected to discrimination on the basis of disability by a public entity may, by himself or herself or by an authorized representative, file a complaint under this part within 180 days of the date of the alleged discrimination. Filing the complaint with any Federal agency will satisfy the requirement for timely filing.

Complaints filed with the Department of Justice may be sent to the Coordination and Review Section, P.O. Box 66118, Civil Rights Division, U.S. Department of Justice, Washington, D.C. 20035-6118.

The Director of Human Resources for Boone County and/or Boone County Auditor have been designated to coordinate its efforts to comply with and carry out its responsibilities under Subtitle A, including any investigation of any complaint communicated to it alleging its noncompliance with this part or alleging any actions that would be prohibited by this part.

**Stacy Tharp, Boone County Court House
Human Resource Director
201 State Street
Boone, Iowa 50036
515-433-4952**

Complaints should be addressed to: Stacy Tharp, Director of Human Resources, Boone County Board of Supervisors, 201 State Street, Boone, Iowa 50036 who has been designated to co-coordinate ADA compliance efforts.

- A complaint should be filed in writing, contain the name and address of the person filing it, and briefly describe the alleged violation of the regulations.
- If the complainant wishes to have an in-person meeting to verbally file their complaint, an appointment should be made with Stacy Tharp Boone County Director of Human Resources by calling 515-433-4952 or Boone County Auditor at 515-433-0502.
- A complaint should be filed within 180 days after the complainant becomes aware of the alleged violation.
- An investigation, as may be appropriate, shall follow a filing of a complaint. The investigation will be conducted by the Director of Human Resources or the appropriate designee. These procedures contemplate informal but thorough investigations, affording all interested persons and their representatives, if any, an opportunity to submit evidence relevant to the complaint.

- A written determination to the validity of the complaint and a description of the resolution, if any, shall be issued by the Director of Human Resources, or designee and a copy forwarded to the complainant no later than 30 days after the conclusion of the investigation.
- The right of a person to a prompt and equitable resolution of the complaint filed hereunder shall not be impaired by the person's pursuit of other remedies such as the filing of an ADA complaint with the responsible federal department or agency. Use of this grievance procedure is not a prerequisite to the pursuit of other remedies.
- These procedures shall be construed to protect the substantive rights of interested persons to meet appropriate due process standards and to assure that Boone County complies with the ADA and implementing regulations,