

RESOLUTION NO. 920035

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF GEORGETOWN, TEXAS, ESTABLISHING A POLICY REGARDING NON-DISCRIMINATION OF INDIVIDUALS WITH DISABILITIES AND ESTABLISHING AN EFFECTIVE DATE.

WHEREAS, the City of Georgetown does not wish to discriminate against individuals with disabilities; and

WHEREAS, the City wishes to comply fully with all aspects of the Americans with Disabilities Act; and

WHEREAS, the City Council has appointed an Advisory Task Force to advise the City on the best way to modify existing facilities, rules, procedures, programs, and services so that any discriminatory practices are eliminated; and

WHEREAS, the Advisory Task Force recommends the adoption of the attached policy regarding non-discrimination of individuals with disabilities.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF GEORGETOWN, TEXAS, THAT:

SECTION 1

The facts and recitations contained in the preamble of this resolution are hereby found and declared to be true and correct, and are incorporated by reference herein and expressly made a part hereof, as if copied verbatim.

SECTION 2

The City Council has found that this action implements Facilities and Services Policy No. 1 of the Century Plan - Policy Plan Element, which states: "Increase the quality of life by upgrading existing and providing new facilities and services" and Recreation and Cultural Affairs Policy No. 1 which states: "encourage all citizens to actively participate in community wide social, cultural, and recreational activities" and Policy No. 2, which states: "assist in providing opportunities for participation in recreational and cultural programs." In addition, the City Council has found that this action is not inconsistent or in conflict with any other Century Plan Policies, as required by Section 2.03 of the Administrative Chapter of the Policy Plan.

SECTION 3

The attached policy (Exhibit A) regarding non discrimination of individuals with disabilities is hereby adopted.

SECTION 4


In accordance with the Americans with Disabilities Act, the City Manager will appoint an ADA Coordinator.

SECTION 5

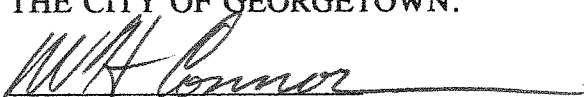
This resolution shall be effective immediately upon adoption.

RESOLVED this 28 day of January, 1992.

ATTEST:


Elizabeth Gray
City Secretary

THE CITY OF GEORGETOWN:


By: W.H. CONNOR
Mayor

APPROVED AS TO FORM:



Marianne Landers Banks
City Attorney

EXHIBIT A

Policy Regarding Non-Discrimination on the Basis of Disability

Overview

The City of Georgetown will not discriminate on the basis of disability regarding all aspects of employment and services or programs provided by the municipality. In addition, the City of Georgetown will inform individuals that reasonable accommodation will be provided, and that protections against discrimination are provided by the Americans with Disabilities Act.

General Policy

Employment

The City of Georgetown will eliminate unnecessary eligibility standards that deny qualified individuals with disabilities an equal opportunity for employment, transfer, or promotion. It will consider only the individual's ability to carry out those essential functions defined as fundamental job duties of the position with or without accommodation. Safety requirements necessary to carry out the duties of the position are allowed, as long as they are based on actual risks and not on stereotypical generalizations. The City will make reasonable modifications in employment policies, practices, and procedures that deny equal access, and will provide auxiliary aids and services when necessary to ensure effective communication. The City will provide notice in all job advertisements that reasonable accommodation is available throughout the employment process, and will conduct the employment process so that, when viewed as a whole, it is readily accessible to individuals with disabilities.

Programs and Services

The City of Georgetown will eliminate or modify eligibility standards which deny individuals with disabilities an equal opportunity to enjoy programs and services. Only those standards necessary for the provision of the program or service will be permitted. Safety requirements necessary for the operation of the program or service are allowed, as long as they are based on actual risks and not on stereotypical generalizations. The City will make reasonable modifications in policies, practices, and procedures that deny equal access, and will provide auxiliary aids and services when necessary to ensure effective communication. Any notice of City programs and services will state that reasonable accommodation is available, and the City will conduct its programs so that, when viewed as a whole, those programs are readily accessible to and usable by individuals with disabilities.

Communication

The City of Georgetown will ensure effective communication with individuals with disabilities by providing auxiliary aids or services to individuals who have hearing, vision, or speech impairments. Notice of programs and services will include a statement encouraging individuals to request auxiliary aids.

Physical barriers

The City will adopt U.S. Architecture and Transportation Barrier Compliance Board ADA Accessibility Guidelines for Buildings and Facilities. The City of Georgetown will

ensure that all new construction is built in accordance with those standards so that City facilities are free of architectural and communication barriers that would restrict access or use by individuals with disabilities. Portions of an existing building which are altered will be accessible to individuals with disabilities per the minimum standards of the adopted accessibility standards.

Transportation

Any transportation provided by the City--or its agent--to individuals with disabilities will be equal to that provided to individuals without disabilities. The standard of equivalent level of service is met when the transportation system, viewed in its entirety, is readily accessible to and usable by individuals with disabilities.

General Implementation Procedures

City Divisions are responsible for evaluating current policies, procedures, facilities and programs and assessing the modifications necessary to achieve compliance with this policy, and with appropriate sections of the ADA.

Staff playing a major role in the ongoing implementation of this directive are the City Secretary, Division Director for Community Services, the Building Official and the Personnel Director. The City Council has appointed an ADA Advisory Task Force which will provide City staff with technical assistance.

All staff will receive training on working with individuals with disabilities. Supervisors will receive additional training in proper employment procedures. Each division will participate in performing a self-evaluation of accessibility, which will then be made available for public comment. City staff and the Advisory Task Force will compile a transition plan based on the data collected in the self-evaluation. Each item listed in the transition plan will be assigned a priority status for completion, based on three factors: the benefit individuals with disabilities will receive from the modification, the speed with which the modification can be achieved, and the cost of the modification. The transition plan will also be made available for public comment before formal adoption.

City staff will also design an auxiliary aids and services plan. In addition, they will compile a local-resource directory which will be made available to anyone in the community desiring one.