

**CITY OF REDDING, CALIFORNIA
COUNCIL POLICY**

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ADA - Title II Disabled Access to City Services and Programs	2005-83	217	7-7-05	1 of 2

BACKGROUND

The issue of accessibility, both architecturally and programmatically, by people with disabilities to public and private entities has been addressed by Section 504 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act (ADA). This broad reaching legislation addresses the right of people with disabilities to obtain equal access to services, programs, buildings, facilities, and employment.

PURPOSE

It is the intent of the City Council that the City of Redding take a proactive leadership role in addressing ways of making Redding an “Accessible City,” and to address the requirements of the ADA by calling on all businesses and industries to work together toward this goal. In addition, it is the intent of the Council to ensure that the City of Redding provides equal employment opportunities to persons with disabilities.

POLICY

It shall be the policy of the City Council to ensure that the City of Redding provides accessible City services, programs, and buildings, and to maintain compliance with the ADA and Section 504 of the Rehabilitation Act of 1973.

The City of Redding endorses the goals of the ADA of ensuring equal participation of individuals with disabilities in the "mainstream" of American society. The major principles of mainstreaming which the City of Redding endorses are:

- (1) Individuals with disabilities shall be integrated to the maximum extent appropriate.
- (2) Separate programs shall be permitted where necessary to ensure equal opportunity.
- (3) Individuals with disabilities shall not be excluded from the regular programs of the City, or required to accept special services or benefits.
- (4) The City will not impose eligibility criteria for participation in its programs, services, or activities that either screen out or tend to screen out persons with disabilities, unless it can show that such requirements are necessary for the provision of the service, program, or activity.

POLICY IMPLEMENTATION

Each Department Director is responsible for ensuring that there is no discrimination against individuals based on disability by: (1) ensuring that all employees AND volunteers under their direction are informed of this City Policy, and (2) ensuring that any instances or allegations of discrimination are immediately reported to the Personnel Director. The Personnel Department will ensure that each employee and volunteer receives a copy of this Policy.

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COMPLAINT RESOLUTION

The Personnel Director will ensure that all complaints are investigated and will attempt resolution of complaints filed in the Personnel Department. Individuals are encouraged to immediately report any act of disability discrimination to their supervisor, department director, or the personnel director. Staff receiving complaints should fully inform the individual of their rights, take appropriate steps to timely investigate, and when merited take prompt and effective remedial action.

COMPLAINT FORM

Any individual who believes he/she has been discriminated against based upon their disability shall be provided with a Disability Discrimination Complaint Form. Any employee or volunteer of the City receiving a Disability Discrimination Complaint Form shall promptly direct it to the attention of the Personnel Director to conduct an investigation. A copy of the complaint form is attached to this Policy.