

# PERRY COUNTY ADA & TITLE VI NEWSLETTER



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## NONDISCRIMINATION ORIENTATION

All new employees, please view the *Nondiscrimination Orientation & Training Presentation* which can be found on the Perry County Employee Portal. Afterward, please print and sign the *Employee Acknowledgement* and turn it in to the ADA & Title VI Coordinator.

All Perry County employees should be familiar with Perry County's ADA and Title VI Plans and Policies and know what to do if someone has an allegation or complaint of discrimination. Learn more by viewing the County's ADA and Title VI Resources at [www.perrycounty.IN.gov](http://www.perrycounty.IN.gov).



## HAVE YOU RECEIVED ANY COMPLAINTS OF DISCRIMINATION?

Please remember to report to the ADA & Title VI Coordinator when someone makes a discrimination allegation or complaint in your department, even if a formal complaint is not made. All allegations and complaints are kept on file by the ADA & Title VI Coordinator.



## USEFUL INFO ABOUT ADA & EMPLOYMENT (TITLE I)

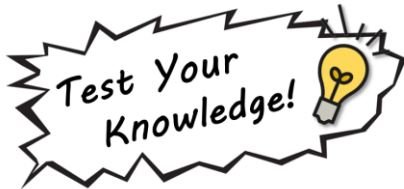
<https://askjan.org> **Job Accommodation Network** – free, expert, and confidential guidance on workplace accommodations and disability employment issues.

<https://www.eeoc.gov> **Equal Employment Opportunity Commission** - enforces laws that make it illegal to discriminate against a job applicant or employee.

## ADA INFORMATION & TRAINING OPPORTUNITIES

Visit <http://www.adainfo.org>.





## TRUE or FALSE

- \_\_\_\_ 1. Title II of the Americans with Disabilities Act of 1990 prohibits discrimination in all programs and activities of state and local governments, regardless of whether they receive federal financial assistance.
- \_\_\_\_ 2. In situations where it is not apparent that a dog is a service animal, an employee of a public entity may ask only two questions: 1) is the animal required because of a disability? and 2) what work or task has the dog been trained to perform?
- \_\_\_\_ 3. If an employee with a disability requires an accommodation in the workplace, the employer must provide the specific accommodation that the employee requested.
- \_\_\_\_ 4. A reasonable accommodation is any modification or adjustment to a job or work environment that will enable an applicant or employee with a disability to participate in the application process or to perform essential job functions.
- \_\_\_\_ 5. If a person with a speech disability isn't able to communicate effectively with an employee of a public entity, the person with the disability is required to bring a family member or friend to communicate on his/her behalf.
- \_\_\_\_ 6. When there are several qualified applicants for a job and one of the applicants has a disability, the ADA requires the employer to give preference to the applicant with the disability.
- \_\_\_\_ 7. Public entities with 50 or more employees are required to have an ADA Coordinator, establish a grievance procedure, and develop a transition plan.
- \_\_\_\_ 8. Title VI of the Civil Rights Act of 1964 states that no person in the United States shall on the grounds of race, color or national origin be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance.
- \_\_\_\_ 9. If someone in your office makes an allegation or complaint of discrimination, you should let that person know that Perry County has a grievance procedure and that he/she may file a complaint.
- \_\_\_\_ 10. You should report to the ADA & Title VI Coordinator when there are instances when you were not able to communicate effectively with individuals with disabilities or who could not read or speak English.