

CITY OF TOLEDO

OFFICE OF DIVERSITY & INCLUSION

ADA LAW

The Americans with Disabilities Act (ADA) of 1990 is a civil rights statute enacted by the U.S. Congress and was signed into law on July 26, 1990, and later amended with changes effective January 1, 2009. The ADA is a wide-ranging civil rights law that prohibits discrimination against people with disabilities. There are five separate Titles (sections) of the Act relating to different aspects of potential discrimination. Title II of the Act specifically addresses the subject of making public services and public transportation accessible to those with disabilities. With the advent of the Act, designing and constructing facilities for public use that are not accessible by people with disabilities constitutes discrimination.

The City of Toledo is covered under ADA, Title I (employment) and Title II (programs, activities and services). The ADA requires the City to make all its programs, activities, and services readily accessible and useable by qualified persons with a disability when the programs, activities, and services are viewed in their entirety.

The City of Toledo has a Grievance Procedure that meets the ADA requirements. It includes a description of how and where a complaint is filed. It included a statement notifying potential complainants that alternative means of filing is available. The procedure includes time frames and processes to be followed, information on how to appeal an adverse decision, and a statement of how long a complaint file will be retained.

The City of Toledo has updated the Notice of ADA Compliance in an effort to provide more in-depth information and direction to the community. The ADA Notice is also in all city owned/leased buildings, and can be found on all posting boards in all city offices.

The ADA, the most sweeping piece of civil rights legislation, is an extensive law, which affects every aspect of life for millions of Americans by ensuring equal opportunity in the areas of employment, state and local government services, public accommodations and telecommunications.

The City of Toledo shall not discriminate on the basis of a disability with respect to recruitment, job application procedures, hiring, training, promotion, demotion, layoff, recall, employee compensation, discipline, termination and other terms, conditions, and privileges of employment provided the individual is qualified to do the work, and/or qualified to participate, with respect to a city sponsored activity, program or service.

The City of Toledo does not discriminate on the basis of race, color, national origin ancestry, sex, religion, age or disability in employment or the provisions of services.

Calvin W. Brown, Director
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Office of Diversity & Inclusion
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