ADA COMPLIANCE and GRIEVANCE PROCEDURES

The ADA Coordinator for Gloucester County is Leona Mather and inquiries regarding compliance may be directed to her:
Division of Disability Services 115 Budd Blvd. West Deptford, NJ 08096
lmather@co.gloucester.nj.us
(856) 384-6842/New Jersey Relay Service 711 or the EEO office at (856)384-6903

ADA Non Discrimination and Grievance Compliance Procedures were adopted by the Board of Chosen Freeholders on November 25, 2008.

The County of Gloucester complies with all state and federal rules and regulations and does not discriminate on the basis of race, religion, color, national or ethnic origin, sexual orientation, age, marital status or disability in admission to, access to, or operations of its programs, services, or activities. In addition, Gloucester County encourages the participation of people with disabilities in its programs and activities and offers special services to all County residents 60 years of age and older.

NON DISCRIMINATION NOTICE AND GRIEVANCE PROCEDURES UNDER "THE AMERICANS WITH DISABILITIES ACT OF 1990." (ADA)

Grievance procedures must be established by the County to allow prompt and equitable resolution of disability discrimination complaints, and must include ADA Coordinator contact information, and an appeals process.

Non Discrimination Notice procedures must also be established by the County to inform residents that reasonable modifications will be made to allow people with disabilities to receive services and to ensure participation in County programs, services, activities and employment.

NOTICE UNDER THE AMERICANS WITH DISABILITIES ACT

In accordance with the requirements of title II of the Americans with Disabilities Act of 1990 ("ADA"), the County of Gloucester will not discriminate against qualified individuals with disabilities on the basis of disability in its services, programs, or activities.
Employment: The County of Gloucester does not discriminate on the basis of disability in its hiring or employment practices and complies with all regulations promulgated by the U.S. Equal Employment Opportunity Commission under title I of the Americans with Disabilities Act (ADA).

Effective Communication: The County of Gloucester will generally, upon request, provide appropriate aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in County programs, services, and activities, including qualified sign language interpreters, documents in Braille, and other ways of making information and communications accessible to people who have speech, hearing, or vision impairments.

Modifications to Policies and Procedures: The County of Gloucester will make all reasonable modifications to policies and programs to ensure that people with disabilities have an equal opportunity to enjoy all County programs, services, and activities. For example, individuals with service animals are welcomed in County offices, even where pets are generally prohibited.
Anyone who requires an auxiliary aid or service for effective communication, or a modification of policies or procedures to participate in a County program, service, or activity, should contact: Leona G. Mather, Division Head, Division of Education/Disability and ADA Coordinator, 856.681.6128/New Jersey Relay Service 711, as soon as possible but no later than 48 hours before the scheduled event.

The ADA does not require the County of Gloucester to take any action that would fundamentally alter the nature of its programs or services, or impose an undue financial or administrative burden. Complaints that a County program, service, or activity is not accessible to persons with disabilities should be directed to Leona G. Mather, ADA Coordinator.

The County of Gloucester will not place a surcharge on a particular individual with a disability or any group of individuals with disabilities to cover the cost of providing auxiliary aids/services or reasonable modifications of policy, such as retrieving items from locations that are open to the public but are not accessible to persons who use wheelchairs.

U.S. DEPARTMENT of JUSTICE ADA INFORMATION LINE:

For general ADA information, answers to specific technical questions, free ADA materials, or information about filing a complaint, call (800)514-0302(voice) or (800)5124-0383(TTY) or on-line www.ada.gov