

JOHNSON COUNTY GRIEVANCE PROCEDURE UNDER THE AMERICANS WITH DISABILITIES ACT

This Grievance Procedure is established to meet the requirements of the Americans with Disabilities Act of 1990 ("ADA"). It may be used by anyone who wishes to file a complaint alleging discrimination on the basis of disability in the provision of services, activities, programs, or benefits by Johnson County. Johnson County's Personnel Policy governs employment-related complaints of disability discrimination.

The complaint should be in writing and contain information about the alleged discrimination such as name, address, phone number of complainant and location, date, and description of the problem. Alternative means of filing complaints, such as personal interviews or a tape recording of the complaint, will be made available for persons with disabilities upon request.

The complaint should be submitted by the grievant and/or his/her designee as soon as possible but no later than 60 calendar days after the alleged violation to:

Mr. Randy Gillespie, ADA Coordinator
Johnson County Personnel Director
2 North Main Street, Room # 215
Cleburne, Texas 76033

Mr. Randy Gillespie may also be contacted at 817-556-6350 (voice), 817-556-6899 (facsimile), or by email directed to randyg@johnsoncountytexas.org.

Within 15 calendar days after receipt of the complaint, Mr. Randy Gillespie will meet with the complainant to discuss the complaint and the possible resolutions. Within 15 calendar days of the meeting, Mr. Randy Gillespie will respond in writing, and where appropriate, in a format accessible to the complainant, such as large print, Braille, or audio tape. The response will explain the position of Johnson County and offer options for substantive resolution of the complaint.

If the response by Mr. Randy Gillespie does not satisfactorily resolve the issue, the complainant and/or his/her designee may appeal the decision within 15 calendar days after receipt of the response to the Johnson County Judge and County Commissioners.

Within 15 calendar days after receipt of the appeal, the Johnson County Judge and County Commissioners will meet with the complainant to discuss the complaint and possible resolutions. Within 15 calendar days after the meeting, the Johnson County Judge and County Commissioners will respond in writing, and, where appropriate, in a format accessible to the complainant, with a final resolution of the complaint.

All written complaints received by Mr. Randy Gillespie, appeals to the Johnson County Judge and County Commissioners, and responses from these two offices will be retained by Johnson County for at least three years.