



## City of Aberdeen

### **GRIEVANCE PROCEDURE UNDER THE AMERICANS WITH DISABILITIES ACT (ADA)**

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 the City of Aberdeen. The City of Aberdeen’s Personnel Policy governs employment-related complaints of disability discrimination.

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

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

Human Resources Director  
ADA Coordinator  
200 E. Market Street  
Aberdeen, WA 98520  
(360) 537-3212

Within 15 calendar days after receipt of the complaint, the Human Resources Director or designee will meet with the complainant/grievant to discuss the complaint and the possible resolutions. Within 15 calendar days of the meeting, the Human Resources Director or designee will respond in writing, and where appropriate, in a format accessible to the complainant/grievant, such as large print, Braille, or audio tape. The response will explain the position of the City of Aberdeen and offer options for substantive resolution of the complaint.

If the response by the Human Resources Director or designee does not satisfactorily resolve the issue, the complainant/grievant and/or her designee may appeal the decision within 15 calendar days after receipt of the response to the Mayor of the City of Aberdeen.

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

All written complaints received by the Human Resources Director or designee, appeals to the Mayor, and responses from these two offices will be retained by the City of Aberdeen or at least three years.