

NOTICE UNDER THE AMERICANS WITH DISABILITIES ACT

In accordance with the requirements of Title II of the Americans with Disabilities Act of 1990, Pitt County will not discriminate against qualified individuals with disabilities on the basis of disability in Pitt County's services, programs, or activities.

Employment: Pitt County 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: Pitt County will generally, upon request, provide appropriate aids and services leading to effective communication for qualified persons with disabilities so they can participate in Pitt County's programs, services, and activities, including qualified sign language interpreters, audiotapes of meetings or programs, and other ways of making information and communication accessible to people who have speech, hearing, or vision impairments.

Modifications to Policies and Procedures: The County will make reasonable modifications to policies and programs so that people with disabilities have an opportunity to enjoy all Pitt County's programs, services, and activities. For example, individuals with service animals are welcomed in Pitt 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 Pitt County program, service, or activity, should contact the office of the County Manager, 252-902-2950, as soon as possible but no later than 5 days before the scheduled event.

The ADA does not require Pitt County 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 Pitt County program, service, or activity is not accessible to persons with disabilities should be directed to Pitt County Risk Manager, 252-902-2950.

The County 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.

ADA Grievance Procedure

1. Report all grievances to the ADA Coordinator, Risk Manager, County of Pitt, 1717 W. Fifth Street, Greenville, NC 27834 in a written format that is typewritten, word processed, or hand printed.
2. Grievances will be responded to in writing by the ADA Coordinator within ten (10) working days.
3. Should the individual(s) initiating the grievance feel that it is not being responded to in an appropriate manner then he/she/they may appeal the action of the ADA Coordinator in writing in a typewritten, word processed, or hand printed form to the County Manager, County of Pitt, 1717 W. Fifth Street, Greenville, NC 27834.
4. The County Manager will respond to the Grievance in writing within 10 (ten) working days.
5. Should the individual(s) initiating the grievance desire to appeal the action of the County Manager, he/she/they should submit to the Clerk to the Pitt County Board of Commissioners, County of Pitt, 1717 W. Fifth Street, Greenville, NC 27834 in writing in a typewritten, word processed, or hand printed form to request to be heard by the Pitt County Board of Commissioners.
6. Appeals to the Pitt County Board of Commissioners will be responded to within ten (10) working days and an appointment with the Board of Commissioners during a regularly scheduled meeting will be established with a date and time given within the written notice by the Clerk to the Board.
7. Within thirty (30) calendar days of the hearing before the Pitt County Board of Commissioners, a written answer to the grievance filed will be sent to the individual(s) initiating this action under the Chairperson of the Pitt County Board of Commissioner's signature.