

Humphreys County

Notice under the Americans with Disabilities Act

In accordance with the requirements of Title II of the Americans with Disabilities Act of 1990 (“ADA”), Humphreys County will not discriminate against qualified individuals with disabilities on the basis of disability in its services, programs, or activities.

Employment: Humphreys County does not discriminate on the basis of disability in its hiring or employment practices and complies with all regulations promulgated by the US Equal Employment Opportunity Commission under Title I of the ADA.

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

Modifications to Policies and Procedures: Humphreys County will make all reasonable modifications to policies and programs to ensure that people with disabilities have an equal opportunity to enjoy all of the programs, services, and activities. For example, individuals with certified* services animals are welcomed in Humphreys County offices, even where pets are generally prohibited.

Anyone who requires an auxiliary aid or service for effective communications or a modification of policies or procedures to participate in a program, service, or activities of Humphreys County, should contact the office of Amanda Hite, ADA Coordinator, as soon as possible but no later than 48 hours before the scheduled event.

The ADA does not require Humphreys 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 program, service, or activity of Humphreys County is not accessible to persons with disabilities should be directed to Amanda Hite, ADA Coordinator.

Humphreys 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 not accessible to persons who use wheelchairs.

Amanda Hite
ADA / Section 504 Corodinator
Humphreys County
234 West Blue Creek Rd
Waverly, TN 37185
Phone: 9312.622.9457
amandahite@humphreyscountytn.gov

- Service animals must be certified through US Service Animals or Service Dog Certifications

Humphreys County
The Americans with Disabilities Act Title II
Grievance Procedure and Transition Plan

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 Humphreys County. Humphreys 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 complaint 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 grievant and/or their designee as soon as possible but no later than 60 calendar days after the alleged violation to Amanda Hite, ADA Coordinator, 234 West Blue Creek Rd. Waverly, TN 37185.

Within 15 calendar days after receipt of the complaint, the ADA Coordinator or their designee will meet with the complainant to discuss the complaint and the possible resolutions. Within 15 calendar days of the meeting, the ADA Coordinator or their designee 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 Humphreys County and offer options for substantive resolution of the complaint.

If the response by the ADA Coordinator or their designee does not satisfactorily resolve the issue, the complainant and/or their designee may appeal the decision within 15 calendar days after receipt of the response to the County Executive or his designee.

Within 15 calendar days after receipt of the appeal, the County Executive or designee will meet with the complainant to discuss the complaint and possible resolutions. Within 15 calendar days after the meeting, the County Executive or designee 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 the ADA Coordinator or their designee appeal to the County Executive or designee and responses from these two offices will be retained by Humphreys County for at least three years.

Mike Pogreba, County Executive

Date: 11/22/22