

Excerpt from GEAUGA COUNTY PERSONNEL POLICY AND PROCEDURE MANUAL,
REVISED: NOVEMBER, 2016.

Revision: August 26, 2004

SECTION 2. EMPLOYMENT

AMERICANS WITH DISABILITIES ACT OF 1990

It is the policy of the Board of County Commissioners to comply with all the relevant and applicable provisions of the Americans with Disabilities Act (ADA) and the Ohio Fair Employment Practices Act. In such regard, the County will not discriminate against any qualified employee or job applicant with respect to any terms, privileges or conditions of employment because of a person's physical or mental disability. The County will provide equal opportunity in employment, in application for and participation in, or enjoyment of the benefits of County services, programs, or activities, and will allow disabled employees a bias free work environment. In compliance with the ADA and the corresponding Ohio statute, the County will provide, upon request, reasonable accommodation to qualified applicants and employees with known disabilities.

The Board of County Commissioners' Resolution Number 92-057, effective January 26, 1992 adopted internal grievance procedures providing the prompt and equitable resolution of complaints alleging a violation of the provisions of the American With Disabilities Act of 1990 and the implementing regulations.

COMPLAINT PROCEDURE:

To utilize the internal grievance procedure, employee and citizen complaints of discrimination based on a disability shall be made to the County ADA Coordinator on the appropriate form as provided by the individual departments.