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Notice Under the Americans with Disabilities Act		
Authority:	Shorewood Village Board	

The Village Board is adopting Policy No. 2 for the purpose of compliance with Federal Law. In accordance with the requirements of Title II of the Americans with Disabilities Act of 1990 and Title VI of the Civil Rights Act of 1964, the Village of Shorewood will not discriminate against qualified individuals with disabilities on the basis of disability in the Village's services, programs, or activities. Nor may any qualified individual be discriminated against on the grounds of race, age, sex, creed or religion, color, qualified disability, marital status, military or veteran status, genetic information, national origin, ancestry, or any other characteristic protected by law, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance.

Effective Communication

The Village will generally, upon request, provide appropriate aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in the Village's programs, services, and activities, including qualified sign language interpreters, documents in Braille and other ways of making information and communications accessible to people who have speech, hearing, or vision impairments.

Modifications to Policies and Procedures

The Village will make all reasonable modifications to policies and programs to ensure that people with disabilities have an equal opportunity to enjoy all Village programs, services, and activities. For example, individuals with service animals are welcomed in Village offices, even where pets are generally prohibited.

The Village of Shorewood assures that no person shall on the grounds of race, color, national origin, or sex, as provided by Title VI of the Civil Rights Act of 1964 as amended, and the Civil Right Restoration Act of 1987 (P.L. 100.259) be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activity receiving Federal financial assistance.

Anyone who requires an auxiliary aid or service for effective communication, or a modification of policies or procedures to participate in a Village program, service, or activity, should contact the office of Chris Swartz- Village Manager (414-847-2701)as soon as possible but no later than 48 hours before the scheduled event.

The ADA does not require the Village 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 Village program, service, or activity is not accessible to persons with disabilities should be directed to Chris Swartz, Village Manager phone: (414-847-2701)

The Village 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.

The Village of Shorewood 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. 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 Village. The Village's Personnel Policy governs employment-related complaints of disability discrimination.

The Village of Shorewood Manager's Office is responsible for initiating and monitoring Title VI activities and preparing required reports.

The complaint should be in writing and contain information about the alleged discrimination such as the name, address, and phone number of complainant and location, date, and description of the problem. Alternative means of filing complaints, such as personal interviews or a 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:

Chris Swartz
Village Manager/ADA Compliance Officer
3930 North Murray Avenue
Shorewood, WI 53211
Phone: (414-847-2701)

Within 15 calendar days after the receipt, the Village manager or Manager's designee will meet with the complainant to discuss the complaint and possible resolutions. Within 15 calendar days of the meeting, the Village Manager or the Manager's designee will respond in writing, and where appropriate, in a format accessible to the complainant, such as large print, Braille, or audio recording. The response will explain the position of the Village and offer options for the substantive resolution of the complaint.

If the response by the Village Manager or the Manager's designee 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 Village Board.



- *Adopted January 16, 1984
- *Resolution January 16, 1984
- *Revised January 8, 2015
- *Adopted March 2, 2015